THE SURVEY

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So They Say

THERE never yet has been a genuine civilization.—*Felix Adler, New York.*

The world is getting more intelligent.—*Dr. C. Ward Crampton, New York.*

Our cities today are quite unrelated to life.—*Clarence Stein, architect, New York.*

There is too much profit in war and in the preparations for war.—*Carrie Chapman Catt.*

A man's community extends just as far as he is talked about.—*Quoted by Albert Edward Wiggam.*

Every city budget has been wrecked in an attempt to meet the present emergency.—*C. A. Dykstra, city manager, Cincinnati.*

I knew when I bought that gun that it would send me to the electric chair.—*Prisoner in death-house, Sing Sing Prison, New York.*

Bolshevism, like Boston, is primarily not so much a place as it is a certain inveterate state of mind.—*Brent Dow Allinson, Cleveland.*

It is extraordinary how much is said in the world that is true.—*President Nicholas Murray Butler, Columbia University.*

If Americans are to be free they must also be secure. Freedom and security go hand in hand.—*Governor Gifford Pinchot, Pennsylvania.*

There is a breadline of the human spirit fed by the public library and the art museum.—*Marion Rous, Greenwich House, New York.*

Remember that if the sore spots of the city grow with it then the greater the size the greater the menace. Congestion is a disease.—*Thomas Adams, New York.*

The outward and visible sign of a barbarian is the need of being constantly amused from the outside.—*Dr. Foster Kennedy, Cornell University Medical College.*

The time has come for us as civilized men and women to abandon the breadline and to reject the handout as the solution of the problem of the unemployed.—*Senator Robert F. Wagner, New York.*

When this country gets to the place where there are too many pot-bellies and fat-heads in the high places and too many sunken stomachs and hollow cheeks in the low places, then watch out!—*Governor Alfalfa Bill Murray, Oklahoma.*

Before I marry a couple I give them advice on birth-control, compatibility in the sexual relationship and the family budget. Then I talk to them about religion. Then I marry them.—*The Rev. Loren Bradford Young, Brooklyn.*

Social workers when they go to church had better sit farther forward and should make it a point to shake hands with the minister and tell the choir how well it sang.—*The Rev. Robert L. Duckworth, St. Louis.*

We starve because there's too much wheat. We're broke because there's too much money. We sleep in the park because there are too many houses. We're just perverse, that's all. On Boston Common the pigeons are feeding the people.—*Eddie Cantor.*

What is the point in saying again and again in the high places that there should never be a dole in America when millions are living on that and nothing more. And this is a dole without dignity and without sustaining plan. Personal generosity can never be anything more than a substitute for organized governmental planning.—*Heywood Broun, New York.*

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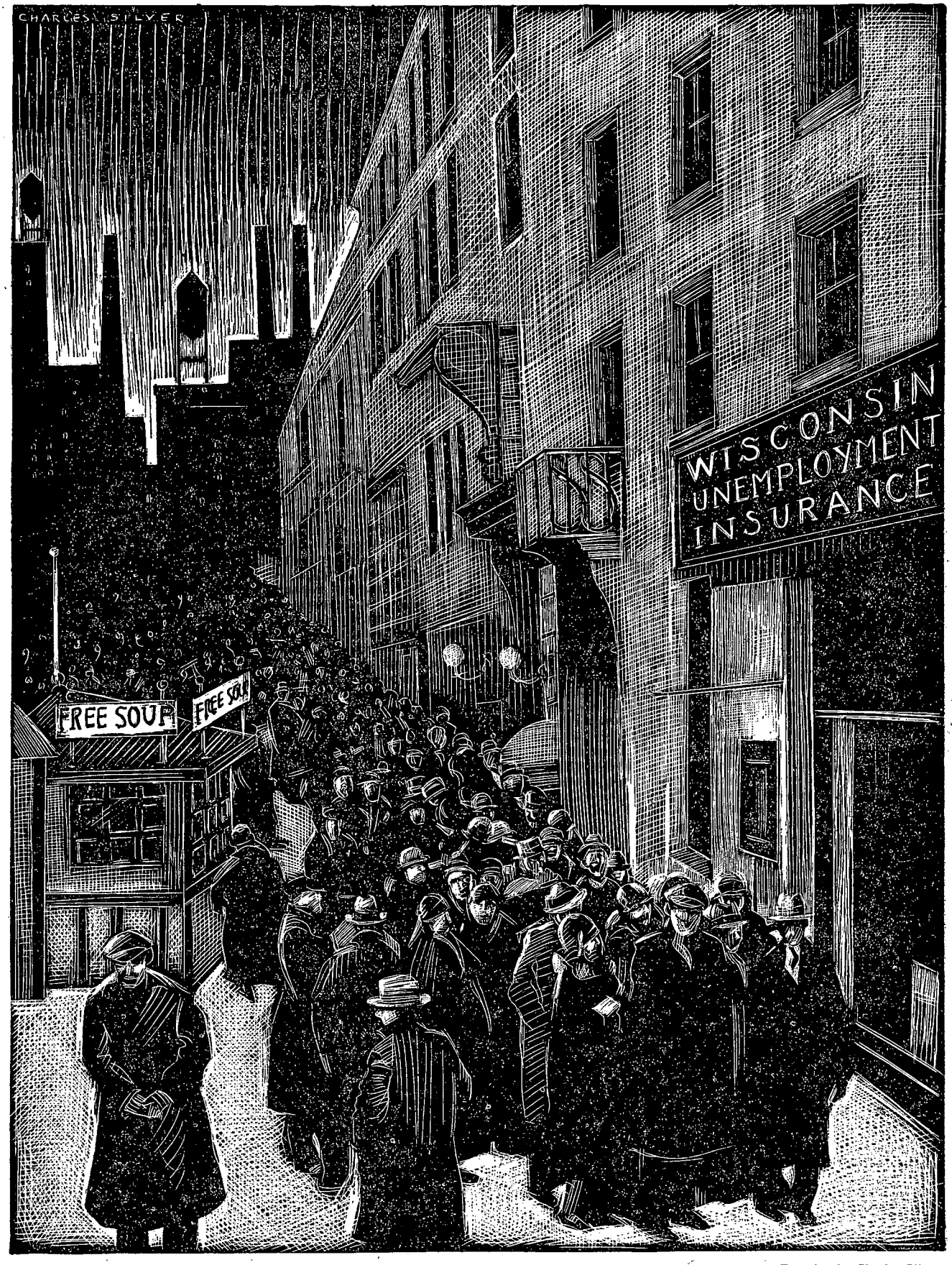

Drawing by Charles Silver

WISCONSIN TURNS ITS BACK ON THE SOUP KITCHEN

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THE SURVEY

February 15
1932

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On, Wisconsin!

FIRST of the forty-eight states to turn its back on the soup kitchen and front toward a more modern and self-respecting way of tiding the wage-earner and his family over jobless periods, Wisconsin has launched its experiment with unemployment insurance. The Groves bill was signed by Governor LaFollette the last week in January, modified but not materially weakened by amendments added in its passage through the legislature (see The Survey, December 15, page 295). Employment by a railroad engaged in interstate transportation and employment in logging operations were added to the occupations excluded from the act. The payroll base on which the 2 per cent contribution by employers is to be calculated was somewhat reduced by leaving out the wages or salaries of those whose contracts guarantee them $1500 or more a year and those paid $300 or more a month. The number of employes who must be covered by approved voluntary plans before June 1, 1933, to keep the compulsory features of the act from going into effect was reduced from 200,000 to 175,000. The standards for granting exemption were made somewhat more flexible, to give employers greater freedom in setting up their own plans, but all such plans must be approved by the Industrial Commission, under a finding that they give employes at least as much protection as they would enjoy under the definite standards in the act.

The State Manufacturers' Association more or less withdrew its opposition to the bill as thus amended, and it went through the Senate by a 20-to-10 vote when it came up for final passage. It is believed that this changed front on the part of the Association will lighten the task of the Industrial Commission in administering the law.

One group of manufacturers has indicated that they will at once launch an effort to get the required 175,000 employes under voluntary insurance plans before June of next year. The lawyers for the Association have announced that they will fight the act in the courts in any case.

But the fact remains that the first American unemployment insurance law stands on the statute books. It is well that it is a modest and experimental beginning. A Wisconsin economist wise in the ways of practical politics and who has been one of the leaders in the fight for the measure writes us, "We believe that its basic provisions are sound, and look forward to seeing it strengthened by the raising of the contribution rate, the paying of more extended benefits and so on in the coming years—as soon as other states have taken similar action."

The "public policy declaration" of the Groves bill puts forward simply and eloquently the basis for such action. It reads, in part:

> The burden of irregular employment now falls directly and with crushing force on the unemployed worker and his family, and results also in an excessive drain on agencies for private charity and for public relief. The decreased and irregular purchasing power of wage-earners in turn vitally affects the livelihood of farmers, merchants and manufacturers, results in a decreased demand for their products, and thus tends partially to paralyze the economic life of the entire state. In good times and in bad times unemployment is a heavy social cost, now paid mainly by wage-earners. Industrial and business units in Wisconsin should pay at least a part of this social cost, caused by their own irregular operations.

The Federal Relief Bill

WHETHER or not federal action for unemployment distress becomes a factor in this winter's relief situation the manner in which the issue has been raised and the discussion to which it has been subjected have been useful and clarifying for social workers no less than for the public. In the public hearings on the LaFollette and Costigan bills (see The Survey, January 15, page 425) held before a subcommittee of the Senate Committee on Manufactures, social workers made an orderly and reasoned presentation of this winter's needs and resources which for factual bases and first-hand observations was unmatched by any other testimony adduced by the committee. Following the hearings Senators LaFollette and Costigan combined their two bills into a single measure introduced on January 15 as Senate Bill No. 3045. This will probably have reached the stage of debate if not of vote in the Senate by the time these words are read. On January 20 Representative David Lewis of Maryland introduced a companion bill (H. R. No. 8088) into the House. This was referred to the Committee on Labor, chairman, William P. Connery, Jr., of Massachusetts.

The bills as drawn set up a method of procedure in the administration of a fund of $375,000,000 over a period of two years which seems to meet the minds of social workers. It draws on the experience of social work, public and private, safeguards standards where they are high and stimulates them where they are low. While extending wide

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authority for distribution to the participating states the bills clearly stipulate that the price of that participation must be a full use of state, county and city resources. The federal fund, should these bills become operative, would not be a handout by Uncle Sam but a national lever for prying loose state and community resources.

As an aid to the better understanding of the whole question of federal relief the Steering Committee of the Social Workers' Conference on Federal Action (see The Survey, January 15, page 425) has published a report of its activities and conclusions. The report includes:

The report of the Sub-Committee on the Allocation and Administration of Federal Aid for Unemployment Relief.

The report of the Sub-Committee on Federal Aid for Public Works.

An interpretation of data in regard to state and local needs and resources.

A summary of the LaFollette-Costigan bill, S. No. 3045.

A list of organizations working on federal unemployment relief.

A statement opposing federal relief by Walter S. Gifford, director of the President's Organization for Unemployment Relief.

Copies of this report ((15 cents) may be obtained from the secretary of the Steering Committee, Benson Y. Landis, 105 East 22 Street, New York.

Pending Utopia

BECAUSE social work is concerned with preserving and promoting normal family life, Douglas Falconer told the annual meeting of the American Birth Control League, the contraceptive clinic has a place, necessarily limited today, in constructive social work. When the mother's health is endangered; when family ties are weak or morale otherwise at a low ebb; when—as at the present time—the man returns night after night with no job and no money . . . "there is no need to expand the situation—should such families have to choose between celibacy and unwanted babies?" Mr. Falconer, who is acting at present as associate director of the Temporary Emergency Relief Administration of New York State, made it clear that he was speaking as an individual only. "The control of conception is no solution of the economic difficulties of today," he concluded. "There are more fundamental issues involved. But pending the coming of Utopia we need birth control. It is not dangerous, but safe. Voluntary parenthood is not race suicide but a means of attaining better, stronger family life."

Out of the Mouths of Babes

OUT of the two-day "Parley on Liquor" recently held at the University of Illinois comes a suggestion which may produce what the Wickersham report failed to supply: definite information as to just where we as a nation stand today in regard to liquor consumption and prohibition enforcement. The conference was organized to discuss "the true facts about liquor consumption and the economic, social and political effects of the Eighteenth Amendment." The participants report, however, that they were confused rather than enlightened by the presentation of conflicting data which further failed to agree with published material in newspapers, periodicals, pamphlets and so on. The parley therefore held out one hand for guidance to the dry organizations—the Anti-Saloon League, the W.C.T.U., the Christian Temperance Union, the Boards of Temperance of the various church groups, the Citizens Committee of One Thousand for Law Enforcement, the American Business Men's Prohibition Foundation—and the other to the wets, including the Association Against the Prohibition Amendment, the Crusaders, the Moderation League, the National Women's League for Prohibition Reform. These organizations are memorialized by the student group to request the American Statistical Association to appoint a committee "to investigate these conflicting statistics, especially those bearing on the amount of alcoholic liquor consumed annually since 1919 and the cost of law enforcement, and to make their findings public." The parley presumes that the cost of such an investigation would be shared equally by the wet and dry organizations.

Well, why not?

Crossroads

AN initial difficulty in a study as deep and wide as that undertaken by the Commission on Unemployment of the American Association of Social Workers is to find a common denominator for the varied kinds of experience and observation which social workers can contribute. Weighing all the factors involved the Commission has arrived, wisely it seems, at the conclusion that the point at which the interests of all kinds of social work meet is standards of living, standards not only of subsistence but of health, recreation, education—all the forces by which an individual lives and grows. All social work aims at the protection and enhancement of the benefits of social life, but progress toward those aims is now blocked by the necessity of dealing with widespread destitution. What this blocking is doing to standards of living and what measures may be taken to maintain them is the point on which the light of all social-work experience is being sought to the end that social work may become more effectively articulate in a field in which its voice should have force and authority.

Suffering It Out

"I JUST suffered it out," said the wife of a miner, too proud to call the doctor she could not pay when sickness came. She is one of hundreds of people from the coal fields, men and women and children, "bosses," police, company storekeepers who throng the paragraphs of a report recently published in the monthly bulletin of Pennsylvania's Department of Labor and Industry. Seldom indeed has so much human courage and suffering, so bitter an indictment of our industrial blundering been packed into twenty-seven small pages as are contained in this quiet, carefully documented review of what a trained investigator found in the strike area of Washington County last fall. The report, by Elizabeth S. Johnson, supervisor of research of the Bureau of Women and Children, summarizes a study of "standards of living and social attitude produced by the economic status of the miners," made at the direction of Governor Pinchot. It covers a company town in which the men were at work during the strike, and a community not owned by the coal company.

Nothing that has been said about "the tragedy of coal" seems to The Survey more important than the core of this report—the fact that the miner who happens to have a job is as insecure and as far below the "American standard of living" as the unemployed miner or the miner on strike.

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Thus there were no savings in these coal families, and none had insurance save in some instances a meager "burial fund." Nine tenths of the families who were unemployed were in debt, while two thirds to three fourths of the working families had debts for current expenses, for taxes and sickness. "A great majority of the families were suffering from the lack of proper food, regardless of whether the men were working or not and of whether the families were large or small." Among all the families visited, the investigators found "the chief health problem low vitality from undernourishment." And a description of flimsy, leaky, crowded houses concludes with the matter-of-fact statement, "The miners are, however, accustomed to overcrowded and unattractive houses, poor water supply and poor sanitation."

Here is an unforgettable picture of people whose lives we have left at the mercy of a chaotic industry, where low wages and underemployment are the rule, where "a spell of work" means only a chance to catch up with the more pressing debts.

General Order 182

A LAST-MINUTE partial rescue was effected when just before the New Year the Bureau of Immigration modified General Order Number 182 which was to have gone into effect on that day. According to the original order, application for re-entry permits by resident aliens who wished to go abroad for a visit after January 1, must be made in person at the immigration office most conveniently located, at least thirty days before departure, and not as heretofore by mail to the Bureau in Washington. That meant that an alien might have to travel hundreds of miles for his re-entry permit for, although there are 181 immigration stations in continental United States, they are chiefly located on the land borders and sea coasts—scarcely "convenient" for the mass of the population.

The modification provides that aliens who were permanently admitted on or after July 1, 1924 with consular visas, and persons registered under the Act of March 2, 1929 may, as formerly, still apply by mail. Further, the head of a family may apply for his wife and minor children, and an alien who has applied in person and received a re-entry permit after January 1, 1932 may subsequently apply by mail. But there is no relief for aliens who came to this country prior to July 1, 1924—the vast majority, and the ones, moreover, who have been here longest and are therefore most eager for a visit to the homeland and most likely to have accumulated sufficient funds for the purpose, but not enough for this added journey to the immigration station. Whether the partial modification was made directly as a result of protests from many impartial sources and from steamship lines does not appear.

Frozen Funds

"UNEMPLOYMENT such as we are going through at present is like a rising tide in low country," says Albert J. Kennedy of the National Federation of Settlements. "The valley begins to be inundated and there are a certain number of high spots on which a minimum group can be safe a few feet above the reach of the waters. The various relief funds are these high spots. When a certain number of people have taken refuge on them there is no space for any more. All that can be done is to look around for another high spot."

It is difficult for the public to understand how quickly relief funds however large become frozen resources so far as any new needs are concerned. In a period like this with overwhelming numbers of people brought to the necessity of asking for aid the principle, sound as it is, of budgeting relief, of planning to see a workless family through a definite period, has the effect of closing any relief fund almost as quickly as it is opened. New York, where some forty or fifty million dollars have been made available for relief, is today struggling to keep even one island of safety above the rising waters. The thirteen family-welfare societies find it necessary to limit their intake to families where there is some other difficulty than lack of money or to extreme cases where all other resources have failed. They offer little foothold to new cases. The Gibson Committee raised $18,000,000 for work and home relief, budgeted until next October. It opened to applicants on November 15 and closed on December 15. The combined city and state fund for work relief is $15,000,000 but with the upward sweep of need that island was overcrowded almost as soon as it showed itself. The Mayor's Emergency Fund, made up of contributions from city employes, overstepped its budget in January and was forced to push off many hundreds who thought they were safe above the waters. The City Home Relief Bureau, operating with a possible $2,500,000 in sight, was the last accessible relief island in New York City.

On January 27 with 75,000 registrations it too put up the bars to new applications. Two and a half millions are not much of a bulwark against the needs of such numbers, but the closing of this last refuge, while the worst of the winter is still ahead must work terrible hardship on those who had not yet sought the standing room it afforded.

For while relief funds are static, unemployment distress is cumulative. More and more families are coming to the end of their struggle to keep themselves afloat and must find a refuge above the starvation line. It is unthinkable that such islands should not be raised, that families who have battled with wind and waves until they are exhausted should in their extremity have literally no place to put in.

When Times Are Out of Joint

BECAUSE "social dislocation" threatens the stability of ordinarily normal people, endangers family relations, promotes delinquency and renders acute the problems of prostitution and of the treatment of the venereal diseases, the Regional Social Hygiene Conference assembled in New York City in late January, sent out storm signals and an S. O. S. to relief, social and health agencies, and the general public. In a series of resolutions, the conference gave warning that unless adequate medical care and supervision are provided "it is probable that the present high incidence and prevalence of syphilis and gonorrhea in the United States will be greatly increased and will contribute during the next quarter century even more seriously than at present to our sickness and deathrates." In the planning and administration of emergency relief and other welfare programs special attention should be given to the protection of public health, including social hygiene, and where present facilities are insufficient the local medical society should act with the welfare agencies to aid and supplement the work of the health authorities. Beyond the matter of medical care, made more acute by the inability of many people to pay for treatment formerly obtained from private physicians, the conference

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recommended that all health, welfare and educational agencies should preserve and even enlarge upon their efforts to improve the conditions surrounding young people, and that relief organizations should give special consideration to the protection and sheltering of homeless and dependent young men and women from "destructive influences emanating from the present economic conditions."

From the State Charities Aid Association of New York comes the announcement that it will participate in a statewide program for the control of venereal diseases. The Association will work to obtain support and public interest in the clinics for diagnosis and treatment of patients unable to pay private physicians, which recent legislation in New York State now requires local health authorities to provide.

How Neighborliness Is Bred

KINGSLEY HOUSE in Pittsburgh has started 1932 with a new aim toward which all its efforts are focussed—the systematic use for personality development of all the opportunities that a settlement affords for people of different ages and tastes and interests to rub elbows with each other. Under the plan all the boys and girls in the settlement's membership and many of their elders too, belong to self-governing clubs led by experts in group organization. Most of these same members are enrolled also in groups with a special interest—some larger and some smaller than the clubs, and all working to discover a basis on which each person can learn to get along happily and harmoniously with others. A worker with psychiatric training gives all her time to studying the difficulties of people who aren't getting along, in the settlement groups or in their own homes, and helping them find a better way. Another full-time worker, with training in community organization, is studying the influences and organizations already affecting the life of the neighborhood. A special grant of $5000 from the Buhl Foundation for each of the next two years has made it possible for Kingsley House to appoint these workers and to keep careful records of individuals, families and groups.

Similia Similibus Curantur

AMERICAN public-school systems today are suffering from too much federal control according to the report of the National Advisory Committee on Education, appointed two years ago by President Hoover to inquire into the educational activities of the government and their results. By way of cure, the committee, made up of fifty-two of the most eminent schoolmen in the country, recommends a department of education, the head of which would be a member of the President's Cabinet. Charles R. Mann, director of the American Council on Education, is chairman of the committee, which has done a notable job in collecting and analyzing a great mass of hitherto neglected data. Its survey reveals, the group reports, that in spite of tradition and experience to the contrary, we have let ourselves drift into "a pluralized federal control of education in the states through various federal agencies which are not even coordinated in their efforts." The consequent dangers to the schools, as the committee sees them, are: a lessening of highly desirable intimacy between the schools and their neighbors, a weakening of "popular responsibility for education" and the possibility of control of education by partisan or class interest. "In the United States," the report points out, "one or two states may for a time be the victims of propaganda on a single subject of instruction, but not all the states on all subjects." The committee feels that our present confused relations between government and schools are due to the lack of an official spokesman for education, "influentially situated in the government," and to the distribution of federal educational services among many departments. A department of education is urged as the logical means to untangle these snarls, to coordinate educational research and to help bring to bear "the processes and results of education" on national problems. The committee also recommends that in future federal educational appropriations take the form of grants in aid "expendable by each state for any or all educational purposes."

The Catholic members of the committee dissent from the recommendation of a department of education and issue a minority report. The Negro members also issue a minority report, contending that Negro education should be specifically aided by federal grants.

A Hospital at the End of the Rope

THE ironic paradox of a country whose breadlines, figuratively speaking, are wading through surplus wheat is paralleled in the plight of a borough of New York City where hospital beds are urgently needed while a new hospital building has stood idle for fifteen months and its parent institution is on the point of closing. Surveys have shown that the Bronx has a serious shortage of general hospital beds. Hence the United Hospital Fund endorsed a campaign several years ago of Bronx Hospital, a Class A institution, to build a new plant to quadruple its capacity. The plant has been built at an investment of about $3,000,000 and 80 per cent of the costs of construction are paid. But the depression brought so severe a shrinkage of patients' payments and of contributions that the building remains unopened. In the interim the institution must heat it and pay interest charges. These demands on a diminished income have brought the hospital to the point of closing even its old building. It has kept going up to the present time only by the generosity of board and staff. Now the hospital's supply of oxygen is exhausted, tradesmen and service companies have refused further credit, and the electric lights continue to work only because a board member gave his personal check on account and so got a short period of grace. Another official gave up his car to pay an urgent bill. Nurses and other staff members have not been paid regularly for three months, though salaries and wages were cut 10 per cent last May and again by 10 and 20 per cent in January. The allotment to graduate staff nurses now is less than $19 a week, to general utility nurses $12. Out of incomes such as these the staff is giving to keep the hospital open: a typical instance that of one nurse who pledged $200 and is paying $10 monthly out of her $82. The hospital now has only one private room; its wards are filled with non-paying patients and its dispensary recorded 70,000 visits in 1931. In the words of its president, Bronx Hospital is at the end of its rope. Its plight illustrates in spectacular form the crisis which threatens similar institutions throughout the country and the sacrifices which in other instances as in this, hospital staffs and trustees are making to keep work going. For lack of relatively small amounts, investments of millions may cease to pay their dividends in health to the patients and communities they serve.

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National Leadership in a Crisis

By GEORGE A. HASTINGS

Administrative Assistant to the President, on "Social Services of the Government"

A NATIONAL emergency demands national action and leadership. The country has such today. The nation has found such leadership in its humanitarian President, Herbert Hoover. I wish every one of you might see, as I do in daily contact with him, the mature judgment, the deep human sympathy, the exhaustless energy and the infinite patience which he brings to bear not only upon national and international problems but upon the concrete question of providing for the needy.

The problem calls essentially for an adequate, constructive plan of relief and for resisting pressure to experiment with panaceas. The flood of suggestions from volunteer advisers has ranged from pages of "Plans" and "Proposals" to a suggestion that the President proclaim "A National Smile Week."

It is natural that many suggestions should be made. At least they indicate that people are thinking. Washington is open-minded to sound and thoughtful suggestions. But it must test such proposals in the light of experience and expert knowledge. It must not, to meet a temporary emergency, throw tested principles of individual initiative and self-government overboard.

As president of all the people and as head of the Republican Administration to which the people have given a mandate, the President has shown by his attitude and acts that the Republican Party is not only the protector of property but of human rights and is responsive to the needs of the unfortunate. The government is attacking the unemployment and relief problem from five main angles:

1. By expanding the federal construction program.
2. By carefully matured proposals for credit assistance to business and industry.
3. By effecting economies in governmental expenditures.
4. By efforts to restore confidence which is a prerequisite of actual recovery.
5. By supplying leadership to and stimulating local communities in caring for their own needy.

The extent to which the government has expanded its construction program since the depression began is not fully realized. Its total expenditure in aid to employment from 1930 to the end of the present fiscal year for buildings and land, construction and other public works, highway construction, repairs and maintenance will, by the end of the present fiscal year, aggregate over $1,550,000,000.

The figures for New York State indicate the extent to which it is providing employment. Federal expenditures in the State of New York for construction were $24,863,000 in 1930. They aggregated $45,113,000 for 1931, and are estimated at $29,746,000 for the period January to June, this year, the end of the fiscal year, or a total of $99,722,000 since January 1930.

Furthermore it is developing long-range planning of public works. It has created a Federal Stabilization Board which is studying construction needs over a term of years with a flexible system for expansion in periods of unemployment. Foresight and planning of public works has become a settled policy. Furthermore, President Hoover in his recommendations for reorganization of public departments has stressed as of major importance the creation of a Construction Administration to handle all construction work except naval and military work. This recommendation is now before Congress.

THE President's program of credit mobilization has been stated in such detail in the papers that it is unnecessary to review it. If Congress will enact all his proposals a major step toward economic recovery and the creation of employment will have been taken. He has proposed these major steps:

Creation of the Reconstruction Finance Corporation.

Strengthening the Federal Land Bank System.

Creation of a home loan discount bank system to revive employment and stimulate home building.

Enlargement of the discount facilities of federal reserve banks.

Development of a plan to restore part of the money in closed banks to depositors.

Revision of laws relating to transportation, as recommended by the Interstate Commerce Commission, to "restore confidence in the bonds of our railways."

Revision of banking laws to safeguard depositors.

The President has also urged a reduction in federal expenditures, increase of taxes and restriction of issues of federal securities. He has insisted that the government shall diminish expenses wherever possible without interfering with essential services.

In a message to Congress the first week in January the President said:

> The country must have confidence that the credit and stability of the federal government will be maintained by drastic economy in expenditure; by adequate increase of taxes; and by restriction of issues of federal securities. The recent depreciation in prices of government securities is a serious warning which reflects the fear of further large and unnecessary issues of such securities. Promptness in adopting an adequate budget relief to taxpayers by resolute economy and restriction in security issues is essential to remove this uncertainty.

The President has aptly said that we are suffering from frozen

Recent issues of The Survey have carried discussions pro and con of the need and the arguments for federal relief for the unemployed. Here we have a rounded statement which may be taken to represent the position of President Hoover as put forward by the member of his staff who went to the White House from the ranks of professional social workers. The article is based on an address made by Mr. Hastings at the Women's National Republican Club.

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courage as well as frozen assets. In his efforts to promote economic recovery he has appealed to the confidence of the country, of business, banking, industry and citizenry.

The American colonists brought from England the principle of local public responsibility for the relief of the poor. The principle has been followed through 150 years of the history of the republic. Localities have cared for their own in both good times and depressions. Some have done so better than others, but most of them more adequately and efficiently as the administration of relief has been improved through the years. While many have suggested that this principle of local responsibility now should give way to federal responsibility, no sound evidence pointing to the need for such a radical change is available.

BUT while the principle of local responsibility is followed and preferred by most states and localities, the federal government has recognized the need of national leadership in a nation-wide program. There was created last autumn the President's Organization for Unemployment Relief, to make available to all states and communities counsel, leadership, trained service, means of interpretation of current needs, and practiced help in raising voluntary funds in a coordinated nation-wide effort. A total of one hundred million dollars, a new record for community chests in one year, already seems assured from the campaigns completed and campaigns in other cities are in progress or in prospect.

Of course, even if all chest campaigns are successful, it would not fully meet needs and this fact has been recognized by the chests, the President's Organization, the various states and communities. Even after the chest campaigns are finished the President has asked his Organization to ascertain the needs of localities unprovided for and to help plan for meeting them.

Yet there is much agitation for direct federal aid. Bills have been introduced in Congress proposing that the government create a federal relief board and appropriate from $125,000,000 to $250,000,000 this year and $250,000,000 next year for direct relief in the states. There is also a bill proposing a $5,500,000,000 bond issue for public works.

My judgment is that such a relief program is unsound and unwise. If passed these bills would mark a beginning of lifting responsibility from localities for meeting local needs and embark the government upon a relief program which might fasten itself permanently upon the country entailing vast, continuing expenditures, possible political abuses, ineffective assistance, and in the long run make both public and private relief less effective and adequate.

Everyone with experience in administering relief knows that the greater the number of agencies and the greater the distance between the source and the recipient, the less direct and effective it is. Assuming that in some localities conditions are especially serious, private funds inadequate and municipal credit limited or at an end, it does not follow that the only recourse is to appeal to Washington. If the town or village cannot care for its own needy the next step is for county assistance. If counties and cities are unable to meet their responsibilities the next source of help is the state and not the federal government. In my opinion no city, county or locality is justified in asking federal aid until it has exhausted all possibilities of private funds, of local public appropriations and of the credit of the state. If and when this were done and proved inadequate, it would be time to consider whether federal assistance should be given.

The trend this year where local funds are inadequate is distinctly toward state appropriations and plans. The states have found it necessary to aid the localities, many of which are up to their debt limit and cannot carry the load with private funds. In many cases the tax situation requires state assistance. Localities derive their taxes largely from real estate, the states from a wider range of taxable resources. The outstanding need at the moment is to make more local and state tax money available for relief.

It seems the sensible and logical move, where communities are not able to handle their problem, to go to their own state for help instead of jumping over the state to Washington.

Naturally the question arises as to the number of unemployed. It is not easy to define exactly who should be listed as "unemployed." The Bureau of the Census makes seven classifications. The main classification is "persons out of a job, able to work and looking for a job." The second classification is of persons having jobs but on lay-off without pay, excluding those sick or voluntarily idle. Other categories include persons out of a job and unable to work, persons having jobs but idle on account of sickness or disability, persons out of a job and not looking for work, persons having jobs but voluntarily idle, and persons having jobs and drawing pay though not at work (on vacations and so on).

The important thing is to care for the needy unemployed, whatever their number. The number classified as out of a job, able to work and looking for a job, was estimated last winter at about six million. This, and all other such figures, are and must be partially estimates, and the number constantly changes. In spite of the depression many hundreds of thousands have been hired during the past year. Others have been laid off, others have part-time jobs. In this changing picture an accurate count of the number of jobless is impossible.

Still more difficult is any exact knowledge of the number who are in need. Not all unemployed are in need. In some families one person is working instead of two; some have resources to fall back upon and some have not; some have recently had jobs, others have been out of work a long time. In some quarters, there has been a tendency to overestimate the unemployed to such an extent as to cause hysteria and fear. It has been thoughtlessly stated, for example, that six million people out of work really means twenty-five or thirty million individuals, such a figure being arrived at by the indefensible multiplication of the number by four or five as representing the number of persons in a family. Many of the unemployed have no families, and in many families there is more than one breadwinner.

IT is important to avoid hysteria and fear, to recognize that the problem of caring for the needy is of manageable proportions and will be solved. As a matter of fact there are, even in prosperous times, often a million and a half or two million people out of work for many causes, including inability to find just the particular job which the applicant wishes, illness, temporary disability, moving from one place to another, changing from one job to another and shifting from rural to urban areas.

If there ever was a time when we as citizens needed to know and understand the problems which confront private social agencies and public authorities in the fields of health, relief and social welfare generally, the time is right now. And never was our duty greater to support our local agencies of relief, rehabiliation, education, character building, and prevention.

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Settling Salaries by Case Work

The Philadelphia Council and Federation Set Up a Standard in a Thorny Field

By BENJAMIN WEST FRAZIER

President University House; Chairman Community Department, Council of Social Agencies, Philadelphia

THIS is the story of a community effort to ascertain and evaluate the salary and wage scales of social workers and other employes in the member agencies of a community chest. The city is Philadelphia. It starts early in December with the call of a special meeting of the executive committee of the Council of Social Agencies of the Welfare Federation by Mrs. Francis R. Strawbridge, the chairman, to receive and act on certain resolutions passed by the Board of Trustees of the Welfare Federation.

The resolutions included the following:

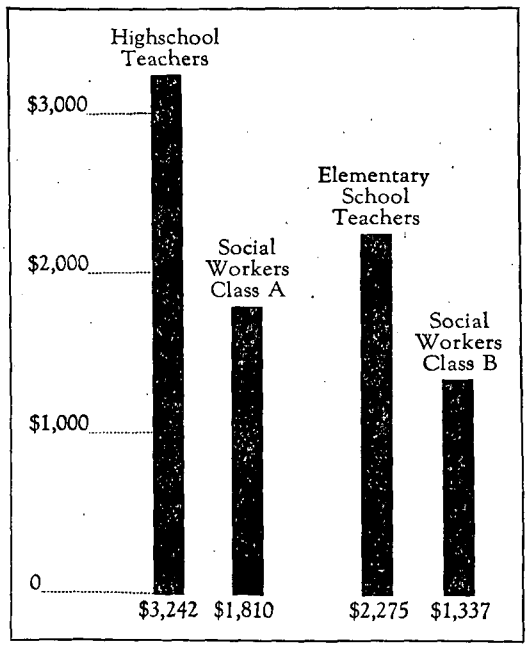
Resolved: That in the opinion of the board of trustees of the Welfare Federation, the question of salary reductions should be gone into by the Federation and that as a basis for decision and action in this matter, the question should be referred to the Council of Social Agencies, asking them to study this question as it relates to the member agencies, and that the executive committee should make a similar investigation of the Welfare Federation office.

For the benefit of the general reader, the Welfare Federation of Philadelphia is composed of 118 member agencies; the Council of Social Agencies is made up of two delegates from each agency—one staff and one board member, from which is chosen the executive committee of fifteen members.

The Council's executive committee met on December 7 and sent out a call for a Council meeting on December 14. There was therefore only the short space of a week in which to complete the study desired and to prepare the report to be submitted to the Council. After a general discussion, Mrs. Strawbridge appointed a sub-committee to collect data and write the report. This committee was composed of Betsey Libbey, chairman, general secretary of the Family Society, Kenneth L. M. Pray, director of the Pennsylvania School of Social and Health Work, J. Prentice Murphy, executive secretary of The Children's Bureau, and Benjamin W. Frazier, chairman of the Community Department of the Council and president of University House, with Ella F. Harris, executive secretary of the Council, and Mrs. Strawbridge ex-officio. In addition the committee had the cooperation of Sherman C. Kingsley, executive secretary of the Welfare Federation, Dr. Samuel McC. Hamill, president of the Philadelphia Child Health Association, Lewis N. Clark, superintendent of the Germantown Dispensary and Hospital, and Ewan Clague, director of research of the Community Council of Philadelphia. The committee chose six topics to be presented in three papers to bring out the following points:

1. a. Salaries should bear some relation to the supply and demand for workers.
   b. Salaries as compared to services in other communities, which may draw away workers from Philadelphia.
2. a. Salaries should bear some relation to the cost of living.
   b. Salaries in other comparable fields of service.
3. a. Salaries should have some relation to the quality and quantity of the service rendered.
   b. The time and cost involved in preparing for service, i. e., the investment of the worker in his own preparation.

While the sub-committee met twice during the week, every day two or more members got together many times to analyze data collected, to compare notes and advise with each other in the drafting of the papers. Realizing the importance of the task and the necessity of collecting, sifting and arranging many details in so short a period, the committee members worked early and late—the team-work was excellent.



SALARIES IN PHILADELPHIA

The salaries for teachers were taken from a report of the National Education Association. Class A social workers are those who are graduates of a recognized school of social work, which implies at least two years of college work and frequently involves a college degree. It was considered that they are about on a par with senior highschool teachers. Class B social workers are those who while they may have had a course in social work are not graduates of a recognized school of social work or a college. They have secured their knowledge from experience. This chart was prepared by Ewan Clague, director of research of the Community Council of Philadelphia.

On Monday, December 14, when Mrs. Strawbridge called the meeting of the Council to order, over two hundred persons were present, including representatives from ninety-six of the member agencies of the Federation. In her opening remarks, the chairman said that, while it was easy to divide the groups into five parts—trustees, budget committee, Council of Social Agencies, board members and executives—yet the problems of one were the problems of all. For, as she pointed out, "one of the trustees is on the executive committee of the Council, some budget committee members are trustees, Council members are represented on both the board of trustees and the budget committee and we are almost all campaign workers." Mrs. Strawbridge read the resolution received from the trustees, explained the

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steps taken by the Council's sub-committee during the previous week, and called on Dr. Samuel McC. Hamill to present the first paper, in the preparation of which various members of the committee had collaborated.

"We are all conscious," said Dr. Hamill, "of the great human need about us and the necessity for meeting it. Hospital and health, child-caring, educational and neighborhood agencies feel the pressure as well as the family group. The problem concerns us all. Today we are met to consider the workers in our agencies and what they should be paid."

HE disclaimed that his paper attempted to present an argument. Rather it was to lay certain facts and figures before the meeting for its consideration. In a brief comparison of industry and social work, he said:

> Industry and business increase salaries in a period of great activity, and when the supply of skilled workers is unequal to the demand. The situation in regard to social work in Philadelphia has been the reverse. In 1930 and 1931, budget allowances were cut, so not only was there no increase in salaries and wages, but all classes of workers were asked to assume extra duties. At the present time the demand for trained social workers far exceeds the number available, with the result that many untrained people have had to be employed with a depressing effect upon the standards of work and the possibilities of proper supervision.

After calling attention to the fact that the average salary of the 5753 persons employed in the Welfare Federation member agencies was $885, he classified the workers by dividing the payroll into three parts:

> Professional services, 50 per cent
> Administrative, 19 per cent
> Labor and domestic, 31 per cent.

Noting that the Welfare Federation raised in 1930 on behalf of its member agencies about 28 per cent of the total income of those agencies, he said: "The boards of the individual agencies, as the responsible directors of their respective corporations, engage workers and fix their remuneration. It would, therefore, seem logical that they should continue to exercise the responsibility for fixing wage rates as they had done in the past."

The majority of headworkers in Federation settlements, Dr. Hamill pointed out, receive a salary lower than that of a Philadelphia highschool teacher in the first year ($1800). The median salary for supervisors in public-health nursing agencies in cities of over 700,000 population is reported to be $175 per month as compared with $163 in Philadelphia. For nurses, the comparative figures are $140 and $125. Then there are the hospital employes, who on the whole have a ten-hour day and a seven-day week. The average pay of hospital employes in Boston is 9 per cent higher than that of the Philadelphia hospitals in the Federation; in Cleveland 16 per cent higher, and in New York City 33 per cent higher.

In the business field, the initial salary of a stenographer-secretary in 1929 was 28 per cent higher than that of a person similarly employed by a social work organization. While, since then, business salaries have dropped, the median salary of the stenographer-secretary in social work still remains lower.

In closing, Dr. Hamill noted that the trustees of the Philadelphia Federation are by no means the first to go into the question of salary reductions, and cited: Cleveland, where the chest on the eve of the 1931 campaign made a 10 per cent cut on that part of the salary which was over $1200 per annum; Louisville and Erie, where the campaigns were unsuccessful and salaries were cut; and Detroit, which failed in its goal by more than half a million, but which reported no salary reductions contemplated. The subject was discussed and no reduction made by the chests in Worcester and Springfield, Mass., St. Louis, Mo., Baltimore, Md., Washington, D. C., Kansas City, Kansas, Bridgeport, Conn., and Dayton, Ohio. Forty-eight of the fifty-five largest hospitals in New York City do not contemplate reductions. The other seven have reduced or are expected to.

The second paper was presented by Ewan Clague, director of research in the Community Council. He explained with some care the economics in the determination of wages —how they must lie between the upper limit beyond which the employer is unable to pay without losing money and the lower limit below which the employer cannot force wages except under special temporary conditions. The latter limit, which is commonly known as the cost of living, is the most important influence in the determination of the wages of the social worker.

He showed how the cost-of-living figure was made up of a number of basic factors—food, clothing, rent, fuel and light, house furnishings and miscellaneous—and how these factors must be taken in different proportions for different classes of persons, as for example laborers and professional people.

With these data before him, Mr. Clague worked out an index especially computed for professional workers, and showed on a chart the cost of living in Philadelphia from 1914 as compared with social workers' salaries, demonstrating that, even after allowing for some rise in social workers' salaries since 1925, his analysis would seem to indicate that they had lagged behind the rising cost of living

The Basis of Salaries

From the report of the executive committee of the Council of Social Agencies on the question of salary reductions referred to it by the board of trustees of the Welfare Federation

1. *Cost of living.* Since 1913 the salaries of the workers in the agencies have lagged far behind the increased cost of living during that time. The recent reduction in the cost of living has, this year for the first time, closed this gap, so that it may be said that, relative to buying power, social work salaries are now at practically the same level as in 1913.

2. *Standards of service and qualifications of workers.* During this period, however, the rise in the standards of service and qualifications required for work in these agencies has greatly increased the extent and the cost of preparation required of the workers.

3. *Comparison with compensation of other groups.* In comparison with the compensation paid to the members of other professional groups requiring comparable qualifications, salaries in these agencies have lagged far behind.

4. *Supply and demand.* In time of industrial depression, as at present, the demand for qualified workers in social and health agencies far exceeds the supply, thus reversing the situation in industry, which has led to some current reductions of compensation in that field.

5. *Comparison with other communities.* Salaries in welfare agencies in this city, in all ranks of employes, are perceptibly less than compensation paid for similar services in other communities comparable to Philadelphia.

6. *Action on salaries in other cities.* An overwhelming majority of community chests in other cities that have considered salary reductions at this time have decided not to recommend such action.

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during the war years, began making up lost ground during the period 1922-1929, and only finally succeeded in 1931 in recapturing their 1913 status. "In other words, the buying power of social workers' salaries at the present time is just about what it was in 1913."

Mr. Clague then showed the trend of social workers' salaries in comparison with those of other occupational groups, taking for his examples union wage rates, the salaries of both elementary and highschool teachers in the United States, and salaried employes on railroads throughout the country, concluding that "I think I am safe in saying that there is no group in the country who have had a smaller increase in salaries than the social-work group." It should be noted that Mr. Clague's chart showed only the trend since 1913 and was not a comparison of actual wages.

Another chart (see page 521) showed salaries of social workers compared directly with those in other occupations, matching the salaries of highschool teachers in Philadelphia with Class A social workers, namely those who have had collegiate training with additional technical training; and the salaries of elementary school teachers with Class B social workers—those who have had some experience in social work, but who had graduated from neither school nor college. In the former case the median salary of the highschool teacher was $3242 compared to $1810 for the Class A social worker, and in the latter $2275 for the elementary school teacher against $1337 for the Class B social worker. In closing Mr. Clague summarized his findings:

1. The salaries of social workers which lost contact with the cost of living right after 1914 have in recent years been closing the gap and have just regained their pre-war status.
2. Compared to the trend of wages and salaries in other occupations the rise in social workers' salaries since 1913 has been lower than that of any group yet discovered and very much lower than that of occupations most closely akin to theirs, namely school teachers.
3. At the present time social workers' salaries in Philadelphia are far below the salaries of school teachers with like preparation and training.

THE last presentation came from Kenneth L. M. Pray who directs the school which prepares workers for the many agencies in the Federation. He took for his title, The Workers' Investment—Preparation, Qualification, Service, and stated that the factors so far discussed were related to two questions—what work is to be done and what kind of workers are to do it? "The demand and supply of workers," said he, "depend on the kind of workers we want. The lower the qualifications the greater the supply. If cost of living is to be one of our criteria it makes a difference whether or not we are talking about persons of broad education, whose standards of living must include some opportunity and incentive for continuing cultural contacts. If we are to take into account alternatives open for employment in other fields it makes a difference what those fields demand in comparison with our own, in terms of preparation and qualifications." He then proceeded to present a few of the available facts as to the kind of workers now employed in social and health agencies in Philadelphia. "With respect to one large group," he said, "their basic qualifications are so well known and so generally accepted as to require no restatement." In this group he included the specialists from other professional fields—physicians and surgeons, dieticians, engineers, professional technicians of many sorts, claiming that "the highest possible preparation for such tasks is none too

What Philadelphia Did

By GERTRUDE SPRINGER

WHAT Philadelphia has done about the salaries of social workers is important for its method of procedure and for its democratic and judicial approach to a difficult question.

The action of the Welfare Federation in requesting the Council of Social Agencies to consider and report on the whole matter of salaries had the salutary effect of revealing how little is actually known about those salaries. No large body of factual data of any size or breadth of comparability exists. The Council's committee in the short time at its disposition got what it could. The committee was itself unaware what this data, when compiled, would reveal in the way of trends and comparisons. Fragmentary as the data admittedly were, they supplied a stable basis for conclusions which had before been only snapshot opinions.

The material collected by the Council has been put before the boards of all Federation agencies for their information in considering salary adjustments. It is quite possible that, when studied by enlightened boards, it may have the effect of a better equalization of salaries all along the line. The resolutions adopted by the Federation carry no assurance that salaries will not be reduced by agency boards but they do carry assurance that any changes will be taken up case by case, agency by agency, in the light of individual conditions and of all available information. The Federation associates itself with the Council in the position that there should be no general horizontal reduction of salaries.

The Council of Social Agencies did no special pleading for the social workers. It presented the facts so far as they could be discovered and there rested the case. The trustees of the Federation, representing a large constituency of contributors, with a business as well as a social viewpoint, accepted the presentation in the same spirit. There were no doubt different opinions on the part of individuals on the matter of cutting or not cutting, but there was no dissenting voice on the wisdom and logic of the agency-by-agency procedure when and if salary reductions must be made.

Philadelphia's reasoned approach to the salary question will bring comfort to social workers in other communities who have felt their professional status and dignity assailed by the use of what appeared to be precipitate and arbitrary methods. They make no claim, they say, to immunity from general economic conditions but they do claim the right of individual equitable consideration with a weighing of all the elements involved.

The gaps in existing data on social-work salaries as revealed by the quick study of the Philadelphia Council of Social Agencies, indicates the desirability of a general continuing statistical study in this direction, a study which might well be undertaken by the chapters of the American Association of Social Workers, or by the Association of Community Chests and Councils. A substantial body of facts would be welcomed by boards of directors who now lack firm ground in fixing salaries, and would serve to clear up many confusions in the mind of the general public. A beginning at such a study for a limited group in New York has been made by the Bureau of Jewish Social Research which at the request of the newly organized Council of Jewish Communal Executives has undertaken to look into salaries of case workers in agencies affiliated with the Federation for the Support of Jewish Philanthropic Societies. The study will follow somewhat that of the Philadelphia Council and will include academic and professional training, practical experience in the same and related fields, and a comparison of present salaries, correlated with length of service, with salaries of social workers in public and non-sectarian agencies and in the New York public schools.

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great, and to sacrifice these qualifications for any other considerations is to raise questions of ethical and practical moment."

In the second group were included office workers, subordinate technical assistants, household employes and the like —persons who likewise come from an outside field, whose investment in preparation is obviously less with competition correspondingly greater and who, Mr. Pray claimed, "are especially threatened." But it was to be borne in mind that, being an integral part of the whole organization, the more highly perfected the work of the professional staff the more of loyalty and responsibility is required of the helper. And further, these qualities cannot be bought in the market overnight, they are only acquired through apprenticeship and have a real economic value to the agencies, especially in the present stress of unprecedented service demands.

MR. PRAY then turned to two other groups about whom, he stated, the community probably has the least knowledge and the greatest doubt, namely, staff workers of social and health agencies, and nurses, including public health and visiting nurses. "These are the ones who most directly and most continuously serve those in trouble. Upon their feeling, their understanding, their behavior, hang issues as vital as any that come to human beings in this community. Much depends upon their sympathy, their general liking for 'plain folks,' their consecration to service. But is that enough? Apparently we have come to believe that it is not, for we have demanded steadily more of general culture, education and technical training." First taking up the nursing group, he stated that while ten or fifteen years ago a grammar school graduate would be admitted to a training-school for nursing today highschool graduation is a prerequisite for admission to an increasing number of hospital training-schools. The result is that this group of health workers has spent from three to four or even five years beyond highschool in preparing themselves for a specialized service on a true professional basis.

Turning to social workers, Mr. Pray presented figures from a study of over forty typical agencies, covering every field of social work in the city, showing that in 1930 three fourths of the workers had attended college and more than half had graduated, while in some fields, such as social case work, four out of five entered college and three out of five graduated. To this was added professional and technical training. More than four out of five of all these staff workers had in addition to academic education some special technical training for their work, seven out of ten had some social-work training and one out of ten had other training in addition to social work. In social case work especially the ratios were still higher. The figures submitted applied only to the regular staffs of agencies and did not include executives or supervisors nor specialists such as those in music, dramatics, physical education, handicrafts and the like, where additional special training is a prerequisite. In respect to the period of time invested in training, Mr. Pray claimed that the social workers stand alongside the teaching profession, the ministry and the law in the breadth and length of their preparation.

Quoting from recently published books on the subject, Mr. Pray showed that Philadelphia agencies had not advanced their educational requirements more rapidly than those in other communities but rather that throughout the country there is an increasing preference for a graduate from a college of recognized standing who has had additional training in a school of social work. The American Association of Social Workers, the nationwide professional organization with more than six thousand members, now requires for its junior or lower grade of membership at least five years of educational experience beyond highschool with a preference for a full college education and at least one year in a school of social work. Another example of the rapidly developing demand for specialized training is indicated by the fact that there are now over forty schools of social work in the United States, twenty-five having been organized between 1916 and 1926, and that the student attendance has trebled in the past ten years. Many of these schools, it was pointed out, are associated with conservative universities where they take their place beside schools of law, medicine, engineering and education as integral parts of a complete program of graduate professional education. Mr. Pray concluded:

> It might be interesting and profitable to trace the growth of this demand for the combination of trained intelligence with spontaneous sympathy in the equipment of social and health workers. It is perhaps sufficient to remind ourselves that to our generation has come, through research and experiments in such scientific fields as psychology, psychiatry, medicine, biology, economics and the like, more light than in the whole preceding century, for the understanding of human beings and the problems they face in the world in which they live. To attempt to deal with these intricate human problems without the help of these scientific concepts and findings, would be like resorting to the ox-cart and pony express in the day of the airplane and the radio. To master them costs time and effort.
>
> Up to this moment, Philadelphia social and health agencies have demanded of themselves and offered to the community a service based on this principle. It has kept abreast of other communities, no more and no less. The future is in our hands.

At the close of Mr. Pray's paper, the chairman called for discussion from the floor. Those who spoke voiced their approval of the findings of the committee. The following resolutions were then presented and unanimously adopted:

> Be It Resolved, that it is the sense of this meeting composed of presidents of boards or their alternates and the executives of the member agencies of the Welfare Federation that the fixing of salaries and wages is so closely related to the character, quantity and quality of service to be rendered by social and health agencies, it can only be equitably determined by the several boards of trustees of these agencies acting in the light of their own knowledge of that work;
>
> And Be It Further Resolved, that the essential facts brought out at this meeting indicate that no general reduction of salaries and wages is wise or necessary at this time, and that this material be made available for consideration by the several boards of trustees of these agencies in determining salaries for the coming year.

The Council meeting then adjourned.

At the subsequent meeting of the board of trustees of the Welfare Federation on January 7, Mrs. Strawbridge submitted a report outlining the action of the executive committee of the Council and its sub-committee and presented the resolutions passed at the meeting of December 14. Upon receiving this the trustees passed the following resolution:

> Resolved, that the board of trustees of the Welfare Federation accept with thanks the report of the Council of Social Agencies and
>
> That the board is in sympathy with the recommendations of the Council that there should be no general horizontal reduction of salaries but requests the board of trustees of each member agency to consider carefully each individual salary in its organization.

This action has been transmitted by the trustees of the Welfare Federation to the boards of its 118 member agencies.

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A Challenge to Social Workers

By PAUL L. BENJAMIN
Secretary Social Hygiene Society, District of Columbia

IF we did not know it before we know now that social work is not something sacrosanct, something to be shielded from the ruckuses of the market-place. Rather, social work, like industry and government, is facing exigencies growing out of a new world economy; "rugged American individualism" is giving way to mass controls; accepted techniques and methodology are no longer suited to a new order of things.

We are like the senator invited to give the commencement oration at a small Virginia college. He was met at the station by a man with a decrepit, one-horse rig. Since the train had been late, the driver urged up the horse. They rattled and jounced over a rough, bumpy road.

"Say," gasped the senator, "this is some road."

"You bet," replied the other. "Ever since them dam Yanks took their cannon over it, it's been this way."

To a considerable extent we are still traveling the road of traditional ways of doing things, behind the nag of individualism and there is creaking and rumbling of the social-work buggy. Harry Lurie in his paper, The Drift to Public Relief, given at the National Conference of Social Work in Minneapolis, declared that "in fact we are beginning to see that we have too long been dominated in case work by an economic philosophy remote from the actualities of our highly complicated industrial and economic organization." Likewise in listening recently to a case-work discussion by psychiatric and family social workers, I thought of Abraham Myerson's words in a recent book review in The New Republic: "The point of view does not include enough social data and experience, not enough stress is laid on the whole economic structure of society and the extraordinary difficulties with which the human being is beset."

Various factors are responsible for this situation. Among them has been the development of social work largely on an individualistic basis, the increasing identification of social work with the thinking and verbal coinage of dominant groups, the confusion and mental fuzziness characteristic of any period of dynamic social change, the testing and discarding and accepting of new techniques, the struggle between individualism and corporateness. You have the local social agency with its roots in the past, its executive coming from an old family; you have the vested interest of a board in an outmoded piece of work; you have the emphasis on professionalism, and a certain hardening of the arteries which comes to any organization when it becomes over-institutionalized; you have the impact of joint planning upon the isolation or initiative of an individual agency. Is it any wonder that when all this and other ingredients as well are stirred together there is a brew of bewilderment?

This obfuscation comes, then, partly out of the situation in which we find ourselves. A virgin country, black loam in which a plow had never bit, vast free lands calling the adventuresome, the tradition of a haven for the oppressed, marvelous untapped resources—all these led to a different social-work development in the United States than was possible in the Old World with its encrusted folkways, its barriers, its racial antagonisms, its worked-over soil. As Caroline Bedford pointed out in one of the sessions of the Family Division at Minneapolis, "it is not accidental that organized social case work has not developed in London, its birthplace, as it has in America. It was the opportunity for the development of the individual to the limit of his capacity which has given case work and all social work the chances for growth in this country."

The attitude of many social-work organizations seems to rest upon the assumption that these conditions will continue. But economists tell us that we are entering a new industrial economy. Consequently, as Miss Bedford also pointed out, we may be developing a more or less permanent pauper class. If this should prove true, would case work then have the same untrammelled rein in developing the latent possibilities of an individual?

WILL social workers and social agencies then use the mechanism of escape from the dilemma in which they find themselves? On the plea of doing adequate work for the few instead of shoddy work for the many, will they withdraw into the sheltered cloister of the clinic with its controlled case load? What popular support have they been developing, lo! these many years for such a procedure with their emotional appeals and publicity, their wide-flung slogan, "Not a case of need uncared for in our city"?

Perhaps another way of escape will be to blame the individual and not society for his predicament. There is sufficient validity in such a position to make escape easy. In one of the most discussed books written by a social worker in recent years, is found this statement as one of the conclusions of a profound presentation: "I believe that we see increasing acceptance of case work as individual therapy rather than social welfare." Perhaps with Cassius,

> The fault, dear Brutus, lies not in our stars
> But in ourselves that we are underlings.

Now every competent social case worker knows the value of skilled case treatment in the lives of individuals. We need to increase our skills. But to strum on the string of "individual therapy" when a whole world is out of joint may offer a ready escape to the inept, the timid and the frightened. Certainly social workers in their collective capacity at least have an inescapable responsibility to have convictions about "the dole," old-age pensions, "made-work," and to express those convictions vigorously. Such public expression is too rare.

The whole problem of relief is another gnarly question that has brought confusion. There has been, on one hand, the gradual change in policy on the part of private family agencies from having no relief funds to accepting relief cases even for economic distress. On the other hand, there has been the marked shift in more recent years from private to

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public relief. Thus the statistical department of the Russell Sage Foundation found that of $30,000,000 spent for relief by seventy-five cities in the United States and Canada during the first three months of 1931, 71 per cent came from governmental sources. Related to this question of relief is the bitter wrangle over "the dole," and the accelerated movement towards certain forms of social insurance.

Out of this shuttlecock of discussion over relief, several important considerations disentangle themselves. One is that there is no mystic abracadabra that makes relief given by a private agency more satisfying and more healing than that given by a public agency. It is a notion which needs to be exploded. A poultice is a poultice by whomever applied. We have been so hypnotized by the magazine and newspaper publicity against certain forms of public relief that we are mesmerized into thinking that private relief has a charmed salve of its own. Grace Marcus has shown how searing the effects of relief may be when administered by inept or blundering workers, or when used or withheld as a discipline or a reward.

As a matter of fact, we have already in some cities an "American dole," in its niggardly amount, and in its administration more pauperizing and more devastating than the English dole. For example, press dispatches recently carried the news that in a Middlewestern city relief would not be given to any family if it possessed so much as a radio. What are families in need, then, to do with radios already in their possession? Throw them on an already glutted market, or just throw them out the window?

As for "individual therapy" and the wise giving of relief, how is that possible with overworked staffs and the incubus of heavy case loads? For instance I have before me the statement of function of a large family-welfare society. It says: "Our aim is to effect adjustments in personality and relationships within the individual family or between the family and its environment." But in that agency the case load last year increased over 200 per cent while the staff increased only 9 per cent. Under such conditions, how thorough can be the adjustments between an individual and his environment as worked out with him by the visitor of the society? That this problem is a real one is evidenced by the statement of the supervisor of another large family society:

What is to be the answer this winter when conditions bid fair to be worse than last? There is a limit to the number of trained workers available in a community, even though that limit is by no means so narrow as we once supposed. There is a limit to the number of untrained workers and volunteer aides which a given organization can absorb, even though that limit be stretched by improvements in organization and in supervisory skills. There is a limit also to the number of cases which a visitor can carry, even though her services be spread dangerously thin by increasing her office interviews, by short cuts in investigation and treatment, and by closing her eyes to the less pressing problems.

It is well to recognize, therefore, that when dependency grows to the proportions of a disaster even social agencies have no sedative. The best they have been able to offer is resourcefulness and resiliency in meeting conditions. In this they have during the present depression shown marked leadership. Wendel F. Johnson of Toledo, after an extensive survey of relief conditions in the United States during the past year, came to the conclusion that "Family agencies have been called upon during the unemployment emergency to bear the major responsibility in their respective communities for seeing that the unemployed and their families shall not suffer from want of the necessities of life, and that they have in general measured up to that responsibility in perfectly heroic fashion."

Social workers have almost without exception shown leadership in resisting the tom-tom-like insistence on relief and relief alone which threatens the whole social-work structure and have helped to guide their communities around the bog of slashes in the budgets of character-building agencies and to fortify public opinion against policies of timidity and panic. This is good as far as it goes, but it does not go far enough! "It is evident," says Allen T. Burns, "that we must prepare for a major task in social statesmanship." Are we, entrenched behind our philosophies and our fetishes, ready for such a responsibility?

In this dilemma social workers might take a page from Cromwell. The day before the battle of Dunbar, when he was beleaguered by his enemies, he penned these words, "We are upon an engagement very difficult." We need more Cromwells who understand the seriousness of difficulties and then go forth to confront them with fortitude and courage.

Let X Equal the Unknown

Joint Vocational Service Looks Back Over Five Years

By LILLIAN A. QUINN
Director

IN the midst of nervousness and depression a certain amount of vocational questioning among social workers and public-health nurses will surely not be held against them. The answer to some of their questioning may perhaps be found in the five years' experience of the Joint Vocational Service in handling positions in these two fields. Since 1927 more than ten thousand positions have been listed with this Service, the counseling and placement bureau established as an independent agency by the American Association of Social Workers and the National Organization for Public Health Nursing in cooperation with other social and public-health organizations. To find any answer at all that lump number, ten thousand, must be broken down by all sorts of figuring, but always, if you please, by algebra so that X, the unknown quantity, may never be absent from the calculation, since it is bound to be present in the answer.

Naturally it is of interest to know the number of persons wishing to secure positions as compared with the number of openings available even though many factors such as preparation, experience, personality, geographic location, nationality, citizenship, residence, or salary requirements, upset any satisfactory conclusions from mere numerical comparison.

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The total number of new positions reported to J. V. S. in 1931, while showing an increase over 1927 and 1928, represents about a 15 per cent decrease from 1930. This percentage of decrease would be slightly greater if it were not for positions, many of a temporary nature, created by unemployment committees and other emergency services. Geographically, the decrease has been distributed fairly evenly. After climbing gradually from 1196 in 1927 to 1739 in 1930, the number of new social-work positions reported fell back to 1438 in 1931. In public-health nursing the number of positions advanced from 611 in 1927 to 836 in 1929 and then dropped to 709 in 1930 and to 671 in 1931.

While the number of positions reached a peak and then receded, the number of candidates registered has constantly gone upward. In 1927, 2352 candidates were registered for positions—1668 for social work, and 684 for public-health nursing. This number has increased each year until in 1931, 3815 registrations were open—2492 for social work, and 1323 for public-health nursing. These figures include new registrations and those reopened. The number of new registrations during the five years has reached a total of 5726—3703 in social work and 2023 in public-health nursing. In 1927, 892 persons registered for the first time; in 1931, 1522.

At the beginning of 1932, 407 positions were listed. There appeared to be from three to four candidates to a social-work position, and six candidates to a public-health nursing position. But these figures in themselves tell very little. Many of the persons registered for positions were not unemployed but were merely interested in new openings that might occur and would offer advancement to them. The figures are more indicative in public-health nursing than in social work. There has been real lack of good positions in public-health nursing since the depression, although, on the other hand, there have been opportunities requiring special preparation or a particular combination of equipment and experience for which it has been difficult to find candidates.

In social work the preponderance of opportunity has been in social case work rather than in group work, research, or in positions for specialists. The person with borderline or casual preparation and experience is the one most affected in competition, a fact true in normal times but accentuated at present. Unless there has been some restriction like the necessity of working in a given city, there has been little difficulty in placing satisfactorily any social worker with substantial school of social-work background whom the school recommended.

ONE of the vicissitudes of placement is that an organization frequently must rescind its request for a worker, or the prospective job peters out in some way. Of 10,167 positions closed during the past five years, 2219 finally failed to materialize, leaving a net total of 7948 actually filled through J. V. S. or in some other way. Of 2130 positions closed on J. V. S. lists during 1931, 562 were cancelled or dropped.

Just as a position may be cancelled or withdrawn after being reported, so a candidate, without changing jobs, may subsequently ask to have his record made inactive. Sometimes a look at what is available makes the candidate's present position seem more desirable than previously. The grass over the fence is not always greener. Sometimes the record is made inactive because the background and experience later prove inadequate for the positions reported to J. V. S.

While experience shows that about one fifth of the positions reported probably will not actually materialize, only about half of the candidates registered at any one time can be counted on as available for the average run of jobs. The other half will be interested only in the fairly ideal opening or one that fits quite exactly their hopes, their carefully laid plans, or their desire for a particular location. If three or four thousand registrations are open in the course of a year, perhaps 1500 or 2000 will change positions through J. V. S. or otherwise. The gross number of positions and the gross number of candidates, therefore, indicate greater competition than do the net figures. There may be only four fifths as many positions as at first appear, and only one half of the registrants may remain actively registered.

IN the light of all this, a little calculating—always by algebra remember, with X standing for the unknown!—would show in the figures given for January 1, 1932 quite a difference in the degree of competition for positions.

About half of the positions handled by J. V. S. during 1929 and 1930 were of staff grade and the other half for supervisors, sub-executives or executives. The proportion of executive or semi-executive openings has been 10 per cent lower during the past year. In social work, women candidates were specified for about 85 per cent of the positions closed during the last five years. A man, or either man or woman, was designated for the other 15 per cent. The number of positions for men increased until 1931, and then fell below the figures for 1928, but the number of positions open to either man or woman was greater in 1931. More difficulty has been experienced in securing intermediary positions for men than for women.

Evidence has come of salary cuts, but on the whole the salary data for positions closed in 1931 reveal nothing startling. So far the frequency of positions according to salary range has not departed radically from frequency shown in the past. As the proportion of staff positions was greater during the year, the figures do show a somewhat greater proportion of positions in the lower salary ranges.

Joint Vocational Service filled more positions in 1931 than in any previous year, and an unusually high percentage of the positions—45.5 per cent. One interpretation is that fewer positions and a wider choice of candidates facilitated placement. Another is that many individuals who previously could afford to pick and choose were ready to accept offers even though the positions might not meet expectations fully.

An important development in social work that should be stressed—perhaps a few years hence we shall recognize it as the most important—is not reflected in the number of positions definitely reported. During the past two years there has been a marked and quite sudden increase in requests to J.V.S. from public-welfare officials and others especially concerned about personnel standards in public agencies, to give publicity to opportunities in public service (tax-supported departments of federal, state, county and city units), and to submit the records of well qualified social workers who might be interested in taking civil-service examinations for positions being created in departments of child welfare,

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commissions for old-age security, in mothers' assistance work, in probation and parole, or for the development and supervision of such departments. These cannot be reported as specific positions to which candidates can be referred for direct appointment.

These requests to recruit skilled personnel for public-welfare services are evidence both of greatly increased opportunity for professionally qualified social workers and of a determination on the part of those in authority in public departments to have well prepared personnel. The expansion in public welfare seems to have been more marked, according to the experience of J.V.S. in the past two years, than in the nursing bureaus of public-health departments, though J.V.S. has over the five years constantly served well established state and local health departments.

Following that historic date October 1929, J.V.S. had a great influx of persons who suddenly needed jobs and who sought them everywhere regardless of what the job requirements might be. Until this last autumn periodic pressure has continued from a varied group, most of whom have little idea of the demands and standards of either social work or public-health nursing. Some have good educational background, some poor. Some have had professional experience of a sort, but are without adequate or, in most cases, any preparation to meet competition in social work. Most of these understood that public-health nursing would not be open to any but a graduate nurse, but were surprised to find that there were training requirements for social work.

One of the chief satisfactions realized in the year by year growth of the work is the evidence of definite results from vocational counseling with individuals. A candidate, as a staff nurse with previous teaching experience, wished to work toward a public-health nursing course directorship. She is now but one step away, serving as an educational director of a large community organization. She has followed the prescription of general supervisory experience, rural experience in a one-nurse service, full public-health nursing course and degree. The first interview with her was held eight years ago in the offices of the N.O.P.H.N., prior to the establishment of Joint Vocational Service.

A family welfare worker some time ago asked for information and counsel. "I am tired of being a small-town executive," she wrote. "Psychiatric social work interests me more than anything else, but I believe I am better fitted for research." Awarded a scholarship, she was able to continue preparation at a school of social work. Recently she secured an appointment as teacher of social work—a position calling for preparation in research and psychiatric social work, and ability to supervise field work.

Much has been heard these days about other professions being overcrowded, with perhaps too little stress on the fact that those professions may not be overcrowded with well qualified persons. J.V.S. believes that neither social work nor public-health nursing is overcrowded in normal times, either quantitatively or qualitatively. It is true that in public-health nursing—in both public departments and voluntary organizations—there has been little expansion recently, and, in some cases, there has been curtailment of program and staff. It is equally true in some branches of social work. Nevertheless, there is nothing in the experience of Joint Vocational Service that makes the professional staff pessimistic about the opportunity ahead in either field for the person with good academic education and professional preparation, especially if that person has appreciation of the inter-relation of community forces and individual needs, whether these needs are to be met by the public-health nursing or the social-work program.

Wanted, always: Persons with not only technical skill but also breadth of background and understanding of how to make one program supplement others and be strengthened by those others.

Flivver Wages for Europe

By BEULAH AMIDON

"WHAT wages must a workman receive in Berlin, Copenhagen, Marseilles, Cork, Istambul—each of the fourteen European cities where there is a Ford plant—to enjoy the standard of living of a Detroit worker on the minimum $7-a-day wage?"

This, in substance, was the question Sir Percival Perry, head of the Ford Motor Company in Europe, put up to the International Labor Office in 1929. The Labor Office had at that time no data on which to base a reply, nor did it have funds available to obtain them. The Twentieth Century Fund, of which Edward A. Filene of Boston is the head, offered to cover the cost of the study—the first of the kind ever attempted. The result of the two-year inquiry is International Working Class Living Costs (Series N, No. 17) just published by the Labor Office.

As the introduction carefully points out, this is not a study of wages, of "real wages," nor of comparative standards of living. It is an inquiry into living costs, "similar to . . . those carried out in different countries to show changes in the cost of living."

The findings show that a Ford worker can maintain himself on the Detroit level at a wage lower than the Detroit minimum in all the cities studied except Stockholm, where his earnings would need to be possibly 4 per cent higher. Living costs were found to be lowest in Barcelona, where the Ford worker could live at the Detroit level with 58 per cent of the Detroit wage. In five other cities (Manchester, Warsaw, Rotterdam, Istambul, Antwerp) less than 75 per cent of the Detroit wage would be required.

To obtain the data on Detroit living costs families were selected in which the husband was a Ford employe working at least 225 days a year and earning approximately $7 a day through the year 1929. The breadwinner's wage must have been the only income of a family of husband, wife and two or three children under sixteen, with no other dependents. The family must have kept house in one place throughout the year. "It was very difficult," the report admits, "to find families that met or even closely approached these requirements." Most of the information on family expenditures was obtained from interviews with the wife. The

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American end of the study was made by the United States Bureau of Labor Statistics.

The Detroit budgets with descriptions of homes and household equipment, itemized food lists and actual samples of clothing, shoes and household linen were then sent to Geneva, for use by International Labor Office investigators in compiling comparable budgets for Ford workers abroad.

In making comparisons it was obviously necessary at many points to modify the Detroit lists to give the European not identical diet, housing and dress but what he would select for himself if he had the income to spend available to the Detroit wage-earner.

A factor in the equation was the relative security of wage-earners in Detroit and in certain European communities. The Detroit worker, though he suffered practically no unemployment in the year, made no provision for possible loss of income due to unemployment, illness or invalidity,

nor did any statutory provision exist by which the employed, the employer or the community should provide for risk of loss of earnings in these respects and for the old age of himself and his wife and the possible widowhood of his wife or orphanhood of his children.

In nearly every European city, on the contrary, some or all or these contingencies are provided for, the community and the employer sharing with the worker the cost of such security. "In one or two of the towns covered, such provision is on a generous scale."

After the study was underway, the basic wage in Detroit was reduced from $7 to $6 a day, almost exactly absorbing the drop in the cost of living. All the data was therefore corrected in line with prices in January 1931.

While the study is a mine of new information it is not an easy mine to work. The conclusions are nowhere stated in clear-cut fashion—it is necessary to dig them out. The task is complicated by having the prices given in the currency of the country referred to, leaving the reader to wrestle with francs, marks, kronen, zloty, pesetas, florins, Turkish pounds and so on as best he can.

The study clearly indicates that low wages do not necessarily go with low prices; that, contrary to the usual impression, the "real" wages of American workers are higher than the "real" wages of European workers, and that costs of production depend on efficiency and technical equipment rather than on wage-rates.

Commenting on the report, Mr. Filene points out that the data

cast serious doubts on the economic justification for sweeping wage reductions as a way out of the depression. The usual justification for reducing wages . . . is based on the theory that there is some inevitable relationship between wages and prices. . . . The International Labor Office report, however, proves conclusively that no such inevitable relationship exists. If it were true, the cost of living in European cities would be as low in relation to the cost of living in the United States as wages in Europe are lower than those in this country. The facts are precisely the opposite. . . . If scientific management has in years of prosperity enabled us to keep costs relatively low and wages high, so much the more should these same principles be applied in times of depression. Goods can only be sold and the wheels of industry kept moving steadily if the purchasing power of the public is kept to the highest possible mark.

How It Feels

By A SOCIAL WORKER

WITH unemployment striking right and left at both the mune and the immune, at those accustomed to lean periods and at those who have hitherto felt themselves secure from this particular type of disaster, there is probably no one who has not paused to say to himself, "What if it should hit me? How would it feel? What would I do?" and who has not tried to imagine just what it would be like.

I had done so. I had looked at the men in the breadlines and tried to imagine myself as one of them; I had looked at the unaccustomed sellers of apples on the streets, at the dejected men on park benches, on street corners, leaning against walls, bewildered and afraid, and had studied their faces till I thought I knew how they must feel. I read of one family, heard of another, met another; I was sure that I knew just how it would be. And yet, underneath I realize now, was always the feeling, "But it couldn't actually happen to me."

Now that it has happened, I want to try to record my sensations, realizing all the time that they can be compared but dimly to the sensations of those who have dependents, who bear the responsibility of parents or wives or invalids or little children, who have come to the end, who have no recourse, who face starvation or charity.

I had given up a safe berth to prepare for work in an allied line. The preparation was over, I was ready for a job. No job materialized. Week after week went by. Possibilities faded out one by one. "Nothing at present." "All our plans for extension and enlargement have been put off for a year." "We are not adding to our force this year. In fact we are attemping to reduce it." "Your plan interests us very much. Perhaps next year."

Meanwhile I kept telling myself, "Here is the leisure you have been craving for so long. Now is the time to take that course, to write that article, to read those books you have been double-starring; now is the time to see the city, to visit all the schools, agencies, institutions you have been wanting to see, to become well acquainted with the museums and galleries, to poke around in the foreign section, see the historic spots, frequent lectures and concerts. Now if ever is the time to learn the stores and to enjoy window-shopping, to bring your correspondence up to date, to visit your friends.

But somehow the savor had gone out of everything. It was hard to settle down to reading. Why write to friends till you had something to tell them? It was the same with visits. You grew tired of saying, "Nothing yet;" it touched your pride—better to put off the visits till you got a job. Sightseeing seemed pointless, and besides you might miss an important message. You lived from mail to mail, fearing to leave the house. You had no patience for lectures or concerts and as for the stores, they were merely an aggravation when you knew there would be no pay-check at the end of the month. You began to remember some sage articles of good

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advice, some well laid plans to use the leisure of the unemployed by enticing them into classes. They had seemed excellent at the time. Now you began to understand why they wouldn't work.

You understood now the basis for the complaints of a friend who taught English to foreigners. Her classes always fell off when work was slack. She had never been able to see why. "That is the very time they should come. They're not tired. They could come to class fresh and rested and have lots of time for home study. Instead, they don't come at all. Just shiftless, I call it. If they had any real ambition—! And then when they get jobs they come stringing back!" You could explain it to your friend now. The poor souls, of course they couldn't settle down to study, w.o.r.r.i.e.d and uneasy as they were!

I knew I was not shiftless, that I did not lack ambition. I would write that article to prove it. I would have something to show for this time of waiting. But the blank paper had lost its usual look of invitation, of endless possibilities—it looked merely blank. I whipped myself on. A paragraph, another. But with what effort! Never was writing so difficult, never had it brought so little satisfaction.

A month went by. Nothing. The bank balance was dwindling. The mental "when I get a job" began sometimes to take the form, "if I get a job." One coveted possibility was still unheard from. Day after day passed. Perhaps the delay meant that they were planning, were trying to make a place for me. Then the letter arrived: "Our staff for the year is complete. We hope that next year we can arrange. . . ."

Wortman for the Emergency Unemployed Relief Committee

The flood of doubts and fears that had so far been held in check by stubborn optimism—or egotism—by the feeling that of course there was work for *me,* now engulfed me.

Suppose nothing turned up at all? I began to regret a couple of slim jobs I had scornfully turned down some weeks before. I began to doubt myself. Of course I wasn't so young any longer. Had I passed my time of usefulness, was I ready for the shelf? Then I felt the strength of my body, became conscious for a moment of my buoyant health, and knew that this was not so. But how convince an employer? The inevitable figure on the application blank would doom me. Would I have to waste this year, and perhaps another and another—perhaps never be able to render the service I knew I was capable of, just because of one convicting figure?

A dead weight hung in my chest. It took away the taste for food. Sleeping became difficult. My weight reached a new low. A failure, done for, finished! The years ahead looked very dark—just down and down. Never before had I been without work when I had wanted it. Never had I faced the possibility. This was the beginning of the end.

I tried distraction. The movies seemed more inane than ever. A good play helped for the time being, but the weight came back with added impetus as the curtain fell, and moreover theaters were one of the expensive luxuries that must be curtailed. Music was too introspective a diversion to be helpful, and constantly, throughout the music or the play, went the undertone, "You're wasting time, precious time. This is your time to use. Back to your desk, work, work!" The fact that I had no regular, useful occupation drove me desperately to compensate to myself by producing something that I could say was worth while; and yet, when I reached my desk, the worry and uncertainty and wavering faith in myself sapped the flow of energy that might have gone into creative work and left only a trickle.

So my training for leisure left me little better off than the workman, or business man for the matter of that, who has had no training outside his job and whose whole idea of leisure is amusement. Something more was needed than a variety of interests, even of creative interests, for the impulse that lends life to them was missing.

Just two things brought relief. Two small children were my occasional playmates. When with them I could forget my great emptiness; the weight lightened, vanished completely. We were all happy.

The only other time the weight lifted was when I was doing some volunteer work I had undertaken. Then I found myself completely absorbed in other people, my energies were given to trying to understand their difficulties and to decide what to do. Thus a whole day might pass without once remembering my own burden.

Why did I find relief here and not at the theater, with the children and not in a book? The answer seemed clear. In the volunteer work and with the children I was again of some use. I could help some one. Some one turned to me, needed me. The feeling of inferiority no longer overwhelmed me, I still amounted to something. It was no longer a question of having or not having a job, it was a question of having something to share, something that someone wanted.

Is there not here a principle that can be easily overlooked in the press of supplying crying necessities, the principle of keeping up morale by keeping alive in each person the sense that he has something to contribute, that he is not a useless burden, that he is not only a receiver but that he also has something to give, something that is needed. Made work, unless it is really useful, cannot give this sense any more than can charity or a dole. It must be real work, work with a purpose, work that builds up self-respect and a sense of worthwhileness that will serve as a bulwark against the destructive flood of the feeling of inferiority.

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One Man's Gift

By JACOB BILLIKOPF

Executive Director The Federation of Jewish Charities of Philadelphia

JULIUS ROSENWALD'S benefactions were many and varied [see Julius Rosenwald—Fellow Citizen, by Graham Taylor, The Survey, February 1]. One of them has always seemed to me the most telling piece of philanthropic giving of which I have had knowledge.

This was his contribution of a million dollars to the American Jewish Relief Committee on March 4, 1917—the day President Wilson was reinaugurated. The fate of six million people in the shambles of the Eastern war-zone hung on his decision to give it. With his tithe of the total sum, American Jewry successfully raised the ten millions then needed for succor. More than that, his contribution raised the standards of wartime giving throughout the country. The American Red Cross, which had aimed to obtain $10,000,000 throughout the country for its overseas and army campwork, shortly thereafter lifted its quota, under Henry P. Davison's leadership, to $100,000,000.

At the time, Mr. Rosenwald was in Washington, a member of the Council of National Defense, and his death prompts me to tell of the circumstances of the gift, as it was my privilege to be with him when he made it. I remember those circumstances very vividly not alone because of the cumulative significance of what he did, but of how he did it. Because also this was the first large money-raising campaign in which I had taken part; and on the way East Mr. Rosenwald himself had thrown cold water on my call from the American Jewish Relief Committee. "You are a social worker," he had said; "what have you got to do with fund collecting? It is a profession in itself." The committee consisted of the then leaders in American Jewry—Jacob H. Schiff, Louis Marshall, Felix M. Warburg, Henry Morgenthau, Herbert H. Lehman, Lee K. Frankel, Stephen S. Wise, Julian W. Mack, and others.

In Chicago he had frankly told me that had they taken him into their counsels, he would not have advised calling me; and here a fortnight later to my discomfiture, I was getting off the sleeper in Washington on my way to try the abilities which he thought were not in me, on him for a starter. Mr. Rosenwald was personally close to the President, this was the great day in official Washington, and heaven alone knew whether, for all his usual generous leanings, he would be in a mood to listen to my horror-mongering anent the Jews of Eastern Europe.

But Mr. Rosenwald, I had been told, was the only reliance of the Committee. If he failed us, all our plans would be headed for the rocks. That morning, I had his assurance that he would make time to see me late in the evening. My notes at the time tell of the suspense and uncertainty that filled my day until I was pacing the corridors of the Willard Hotel waiting for him to return from an official dinner. He stopped for his mail at the hotel desk, before some senators surrounded him. I touched his shoulder and whispered in his ear that I had something of importance to convey to him. He studied me calmly. "Is it very, very important?" he asked lightly, and before I could give him my emphatic reply he bade his friends goodnight and drew me off to a sofa in a corner of the lobby.

"Well, tell me about it," he said as soon as we had sat down. I glanced up at him and my entire harangue on which I had spent so much arduous toil and thought evaporated. I heard myself, to my own great surprise, telling him in the very simplest and most unadorned style that a campaign for ten million dollars was about to be launched; that it needed some powerful dramatic stimulus to start it off effectively and to end it successfully; that the committee had determined that nothing but a great single gift would serve and that he alone could make that gift. I dwelt hardly at all on the state of things abroad, merely indicating in a matter of fact way what he was well aware of, that the condition of the European Jews was growing increasingly worse, and that therefore a renewed effort on a much greater scale than had ever been tried must be initiated. He listened to me without comment while my appeal was gathering momentum. I had had hundreds of conversations with Mr. Rosenwald but I had never before asked him for contributions of any sort, and never before had I seen a face so transparent and serene and yet so profoundly thoughtful. We seemed both caught by a common great purpose. As I concluded with my specific request for a round million the earnestness of his expression deepened.

He said, "Do you think it will do any good?"

I nodded and was about to make a highly colored forecast of the results of such a contribution, when he added: "Very well, I will do it. You may go back to New York and tell them that I'll do it."

NO one who has known Julius Rosenwald will find any cause for surprise in the manner in which by his outstanding generosity he paved the way for so much that followed. It was thoroughly in keeping with the modesty, the vision and the utter selflessness of the man. I have a very vivid picture in my mind of the complete absence in his manner of any thought of vain reward. His quick, unhesitating response had in it all the elements of an instinctive reaction. But his reward came nevertheless in the great incentive that he gave to his fellows throughout the country to follow his example; and that, for him as for any genuinely generous heart, was reward enough. Not alone the American Jewish Relief Committee but the country as a whole was soon to feel the impetus of his unparalleled act. The President of the United States at once estimated its importance and telegraphed to him in these words:

> Your contribution of one million dollars to the Ten Million Dollar Fund for the Relief of Jewish War Sufferers serves democracy as well as humanity. The Russian Revolution has opened the door of freedom to an oppressed people but unless they are given life and strength and courage the opportunity of centuries will avail them little. It is to America that these starving millions look for aid and out of our prosperity, fruit of free institutions, should spring a vast and ennobling generosity. Your gift lays an obligation even while it furnishes an inspiration.
>
> WOODROW WILSON

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Making History of Lynching

By LISBETH PARROTT
North Carolina State Board of Charities and Public Welfare

SOUTHERN women, aroused and organized, have taken up the challenge of mob violence and have stripped from the lyncher his mask as guardian of the chastity of womanhood. The protest took form in November 1930 at a meeting of white women from eight southern states called by Jessie Daniel Ames, director of women's work of the Committee on International Co-operation. In little more than a year it has gained a force and volume that is having wide reverberations. From this first meeting was broadcast a significant statement:

> We are profoundly convinced that lynching is not a defense of womanhood or of anything else, but rather a menace to private and public safety and a deadly blow to our most sacred institution. Instead of deterring irresponsible and criminal classes from further crime, as is argued, lynching tends inevitably to destroy all respect for law and order. It represents the complete breakdown of government and the triumph of anarchy. It brutalizes children who frequently witness its orgies and particularly the youth who are usually conspicuous participants. In its indiscriminate haste for revenge the mob sometimes takes the lives of innocent persons and often inflicts death for minor offenses. It brings contempt upon America as the only country where such crimes occur, discredits our civilization and discounts the Christian religion around the globe. We would call attention to the fact that lynching is not alone the crime of ignorant and irresponsible mobs but that every citizen who condones it even by his silence must accept a share of its guilt.
>
> We therefore call upon all our public officials to use every power at their disposal to protect from mob anarchy the laws they are sworn to defend; upon our religious leaders to cry aloud against this crime until it ceases to exist; upon parents and teachers to train up a generation incapable of such relapses into barbarism and upon all right-thinking men and women to do their utmost in every way for the complete eradication of this crime.

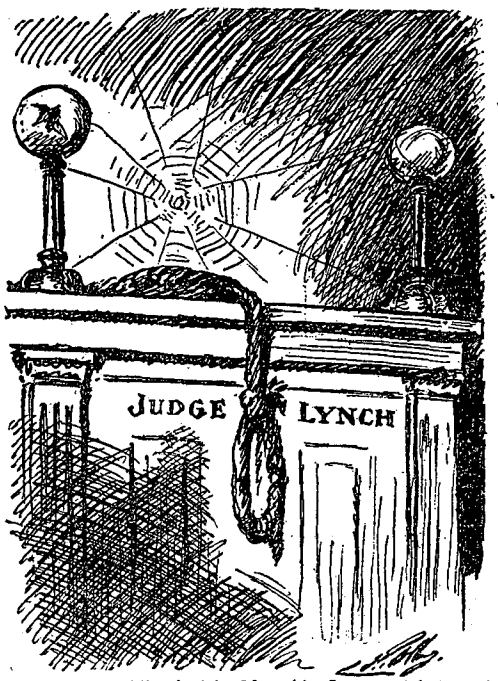
The statement carried into every city and town, highway and byway of the South. It was strongly supported by the press. Influential groups of women took it up. State associations were formed. All sorts of organized bodies, social welfare conferences, churches, sectarian societies, state federations of clubs, joined their voices in the protest. When the second conference of the Association of Southern Women for the Prevention of Lynching was held in Atlanta in 1931 the whole movement had gained in breadth and authority. It was apparent that southern women meant it when they said that "lynching is not a defense of womanhood or of anything else."

The flare-up of mob violence in 1930 undoubtedly stimulated the women's protest and gave force to their propaganda. According to Tuskegee Institute twenty-one lynchings occurred that year, eleven more than in 1929, ten more than in 1928. All except two which occurred in Indiana, were chargeable to the southern states. Even North Carolina, which for nine years had boasted a clear record, slipped back into the lynching belt when an Edgecomb County Negro was strung up by a mob. The papers next day described the scene as a sort of bloody picnic ground to which women and children were taken to see the bullet-ridden body swaying from a tree.

In 1931 Tuskegee reports thirteen persons lynched, twelve of them Negroes, ten of them in the hands of the law when the mobs seized them. Five were charged with murder, five with attempted rape and three with assaulting white men. Three of the outrages occurred in Mississippi, two each in Florida and West Virginia and one each in Alabama, Louisiana, Maryland, Missouri, North Dakota and Tennessee. In the past nine years every state in the South has had one or more lynchings. North Carolina has had one, Mississippi has had forty-nine. Of 224 instances of mob violence in the country during that period 216 occurred in the South.

ALTHOUGH lynchings are popularly supposed to result from outraged public feeling following a criminal assault upon a white woman, southern women deny this in a majority of cases and marshal facts to prove their position. Out of 224 lynchings of the past nine years only seventy of the victims were accused of rape or attempted rape. Seventy-seven were accused of murder. In at least twenty cases no definite accusation appeared. In other cases accusations ranged from "not knowing his place" to "improper conduct and insulting language," from "acting as a witness against two white men charged of crime" to "insisting on eating in a restaurant when refused service." All the offenses charged were far removed from what tradition says was the original lynching offense, horse stealing.

Figures compiled by Tuskegee Institute dating back to 1885 show that 4203 persons were lynched between that year and 1924. Yearly totals have steadily declined with the number of white victims decreasing more rapidly than the number of Negro victims. North Carolina for instance has not lynched a white man since 1906 although twenty-one lynchings have occurred within its boundaries.



Alley in The Memphis Commercial Appeal
"Lynchings must become a matter of history"

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In 1914 the records show a total of fifty-two lynchings and seventeen instances in which mobs were frustrated. Ten years later there were sixteen lynchings and forty-five preventions.

Lynchings have become so associated with the South that other sections of the country have come to think that hot-headed southern gentlemen seize shotguns and rope whenever they hear a rumor of a crime. As a matter of fact it is not the gentlemen, hot-headed or otherwise, who figure in mobs. Mobs, whenever their members are identified, are usually found to be the rabble, the lawless fringe which is a thorn in the flesh of the community at all times. The experience of Asheville, N. C., is typical. Here a number of members of the mob formed to lynch Alvin Mansel were identified. Of them solicitor Swain said, "Many of them have not been out of the road gangs long enough to get the smell of disinfectants off their clothes. A large percentage of them have been convicted in the county for various violations of the law." Eleven of the ringleaders of this mob did penance on the county chain gang, four went to state prison and five were placed under suspended sentence.

No one will deny that it takes courage for southern women to strip the "defense of womanhood" mask from lynching and to take as their goal the prevention of the whole horrible business. But they are going at it with determination. They are mobilizing their forces in an orderly way to create public opinion to outlaw this outlawry. Each state unit must carry on an active and aggressive propaganda, must inject speakers into every possible meeting, must enlist the cooperation of existing organizations, must promote the passage of resolutions and give them publicity and must make active efforts to bring to justice persons involved in the perpetration of a lynching. The Committee on Interracial Cooperation is strongly behind them. Lynchings, say southern women, must become a matter of history, not news.

A Constituency for Their Clients

By GARDNER LATTIMER
Member Board of Directors, Family Welfare Association of America

SOCIAL workers are daily facing the unmet needs of human beings. Literally millions of our fellow citizens and their families, through no fault of their own, are suffering for the bare necessities of life, while mayors and governors and even community fund directors, to say nothing of the President and his committee, have not been educated to anything approaching adequate appreciation of the seriousness of the situation.

Let's leave it primarily to the economists and the political scientists to find the cure. It is our job to show the need. When twenty thousand people in the depression year of 1930 report incomes totaling more than two billion, there is no question about America's financial ability to meet the need. But we as social workers and board members of social agencies have a heavy responsibility when we accept the obligation to administer inadequate relief budgets without protesting early and late the toll in human suffering and human values for the future of this great country which these inadequate budgets entail.

Why do social workers fail to constitute themselves an effective constituency for their clients? No one knows more intimately than the social worker the losses in human values which follow the low annual wage of millions of our American workers even in times of prosperity. No one knows better the demoralization which follows the economic insecurity of workers in this country in normal times, let alone in times of depression like the present.

At the same time, there can be no doubt that the average intelligence, education, experience and devotion of the social worker has reached a new high for all time in the last few years, and is mounting steadily higher. The quality of national social-work leadership is the finest it has ever been. The strong testimony as to desperate need throughout the country, by the group of national social-work leaders, before one of the Senate committees in Washington recently, is an example of the kind of constituency every social worker and every social agency board member should be constituting for local, state and national aid in the present emergency.

For a variety of reasons, organized and unorganized social workers may feel they should avoid advocacy of particular measures seeking to prevent or to palliate the conditions which cause poverty. Socialism, the single tax, unemployment insurance, minimum-wage legislation, old-age pensions are of so controversial a nature that their advocacy leads to bitterness and may even interfere with the support of the work being done by the social worker.

But this same social worker would seem to have every reason to point out to the public how urgent are the problems demanding solution, problems of such far reaching social and economic importance that failure to face them squarely and promptly may lead to a breakdown of our very civilization. *It is not so much the cure we need in this country as it is a way to impress on our leaders the extent and seriousness of the condition for which a cure is needed.*

We, who are close to social work, may think everyone knows how serious a situation we are facing in this third winter of the depression, and yet we forget that those in whose hands rests the power of leadership through money, for the most part, lead sheltered lives, as far as the problems of poverty are concerned. They are generous and sympathetic in their response to individual need, but they just don't visualize or appreciate the kind of demoralization that follows the unemployment of six to ten million wage-earners. If they did, of course, they would not oppose measures of relief.

Somehow, social workers in the United States, from the national leaders to the humblest case worker in a small town, must constitute themselves a constituency for their clients. Protests must be made against the steadily lowering standards of relief. This is the richest country in the world, but the public doesn't know what it means to cut allowance budgets for families of five, to ten, twelve or fifteen dollars a month with maybe nothing for rent or clothing, and social workers aren't devoting much attention to the technique of educating public opinion to support adequate standards.

When public opinion has been developed to the point of supporting adequate relief, it will be easier to enlist support for an effective attack on the problem of broad palliatives and far-reaching preventive.

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The Volunteer—1932 Model

By CLARE M. TOUSLEY

Assistant Director Charity Organization Society of the City of New York

SHE'S a very different person this new model volunteer from her sister of a few years ago. She is realistic, objective, no longer a casual odd-jobber of social work nor a sentimentalist looking for an outlet. She knows that social work would rather do things *with* people than do things *for* people. She wants her job to be interesting and she wants to see its place as part of the whole, but she is well aware that it can only be responsibile as she demonstrates her own responsibility. The 1932 volunteer enlists as a private with full knowledge that the chevrons of a non-com or the shoulder-straps of an officer can only be gained by hard work and proven capacity.

In the ten years that I have been working with volunteers in social work I have seen a complete change in attitude on their part and on the part of the professional social worker toward them. Volunteering is no longer a polite gesture made at the cost of a few odd hours. It is a responsibility requiring a substantial block of time and the exercise of intelligence and energy. Working with volunteers is no longer an endurance test for the professional. It is a challenge to her skill in interpreting social work as a living, breathing art rich in human values and in adjusting personalities to its practice. So general is the desire of volunteers to acquire training and understanding, to grasp the meaning of techniques and to follow them that they have earned the respect and admiration of the professional. The executive who in 1932 suffers volunteers as a necessary evil lays herself and not the volunteers open to question. The New York Charity Organization Society has 131 paid social workers and 104 volunteers on its staff, but the distinction in their responsibility is not of paid or unpaid. It is of qualified or unqualified.

To my mind the 1932-model volunteer can make three contributions to her organization which the professional cannot make. First of all she brings to the staff a renewed sense of the worth-whileness of the task. She comes in regularly, she adjusts to office routine, she works shoulder to shoulder with the professionals and she sacrifices leisure and many opportunities for pleasure and travel for the sake of the common job. At best there are many days when the hard-driven professional wonders if the game is worth the candle, if we are making any real headway commensurate with our expenditure of physical and spiritual energy. But if these earnest volunteers believe it worth while and cheerfully sacrifice their leisure to help the work along, then surely we can keep our end up.

In the Charity Organization Society we have a Junior League volunteer who has been with us almost full-time for ten years. She now has charge of engaging the staff, paid and unpaid. When the social-work blues overcome me I put my head in this volunteer's office—and then I go back to my desk reassured that not in vain and not alone does the professional struggle on.

Courtesy Hartford Community Chest

The second unique contribution of the trained volunteer is her influence on the standards of social work in the community. One such volunteer I know almost single-handedly won over a whole board to keeping a trained staff to head up emergency work in this winter of depression instead of throwing all its resources pell-mell into a breadline and soup-kitchen. That volunteer will be a board member some day with her training and intelligence influencing polices which may effect the welfare of her whole community.

WHICH leads right into the third unique contribution of our 1932 volunteer—her capacity as an interpreter of social work. Of course the paid worker is armored with loyalty and faith in her profession and its works, but the fact that she is supported by that profession sometimes weakens her as its protagonist. When charges of red tape, overhead and all the rest are tossed about it is your volunteer who can best say, "But don't you see that red tape is just a way of not jumping at conclusions, a way of getting at basic facts in the interest of justice? Don't you see that it was red tape, red enough and long enough, that saved Peter from a reformatory? Who's Peter? You mean to say you haven't heard about Peter? Well Peter, ten years old and little for his age, was arrested for stealing brass doorknobs. . . . Yes, wouldn't it have been ridiculous to send him to a reform school!"

The 1932 model volunteer comes into social work anxious to learn, eager for training. As she advances in training and responsibility she creates by reason of her contacts a new current of lay interest and understanding. By her championship of standards she molds citizen attitudes. By her spirit of humility, her willingness to start at the bottom of the ladder she generates a similar spirit in others to seek, not a post of authority but a niche of usefulness in social work. How far the ripples of her influence spread depends, it seems to me, on the quality of training the professional social worker gives her, the degree of understanding and skill we add to her enthusiasm and goodwill. If we make her a true partner sharing in the responsibilities and obligations which after all are not the exclusive concern of the paid worker, we shall swell those ripples of influence into lasting currents.

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"That Damn Soup!"

By LINN A. TRIPP

Social Service Director, Church Federation of Indianapolis

HE had crashed the gate. An uninvited caller, there he stood at the door of the apartment. "Please will you give an unemployed man a sandwich?" Carefully trained in referals, we told him about the mission and the downtown agencies all ready to help him. His reply still rings in my ears: "That damn soup! Why all I've had since I left the coast is soup, soup, soup! What I want's a sandwich. Anything but soup!"

It is true enough. From the Atlantic to the Pacific stretch an unbroken chain of soup kitchens, breadlines and milk depots, emergency palliatives that call to memory the corn ships of Rome and of England and sadly remind that makeshifts, even when motivated by a desire to help one's fellowman in distress, are at best ruinous in their effect.

Beyond these breadlines and soup kitchens that cater to the tattered and transient is another area in the realm of social work, the area of morale. In the flooded relief area the dykes are being plugged with sandbags called doles, be they public or private. But the deluge will sweep beyond this area unless other support is enlisted. Splendid as has been the work of under-manned, under-financed social agencies there is still that area of morale for which it seems to me the church is peculiarly responsible.

In our community about one third of the unemployed are known to social agencies and are helped with relief. What of the other two thirds? A large percentage of them are using their own resources, their savings and credit. Trade unions, lodges and churches are attempting to tide others over the depression without breaking down their pride and their personalities. This large group of unemployed in every community are fighting with their backs to the wall, their resources almost gone or already exhausted. New faces are steadily blending into the first picture, the group known to social agencies.

OF course the church has backed the social agencies in their programs and has maintained a sympathetic cooperation, much of it unheralded. But the church has accepted a further task in the area still unknown to the social-service exchange. It is in this tremendous field that the church is doing her best work today.

What is she doing, you ask? In order to answer this question accurately, to get an exact picture of December 1931 in Indianapolis, Indiana, the white Protestant churches supplied the information that enables one to see a cross-section of the church and unemployment as it exists in this Midwest city of 365,000 souls. Churches in downtown areas with more than two thousand membership, little churches in industrial areas, big churches in residential areas, all gave facts and details of unemployment programs that were unknown to the community at large.

First of all it is significant that actual figures of the unemployed in relation to the membership of the churches reveal a 2.9 per cent of unemployment. However the figures disclosing the part-time employment mount to 30 per cent. Some of the material things done to help the man or woman out of work run from loan funds to safeguard and secure homes or property, to made-work provided by the church membership. There is also a fraternal fellowship concerned with securing employment for its own members. Almost every church has a relief program. If there is need in its own membership relief is first dispensed there. Some of the larger, richer churches having no families of their own requiring help, are accepting responsibility for families vouched for by the organized agencies.

But the biggest contribution that all the churches are making is in supplying intangible relief in the realm of morale, relief which maintains no case count, where no records are written and where appeal and the treatment are a sacred confidence.

IT is recorded that the founder of the Christian religion cast out demons. It is a fact today that in many a pastor's study the demons of despair and discouragement and despondency that lurk phantom-like in the shadows of the depression, are literally thrown out of the door. The church is supplying courage, comfort, companionship—yes, even contentment, to many hard-pressed souls still above the breadlines, who turn to her for counsel.

For illustration, a once high-powered executive, having drawn a salary each month larger than the average man's yearly income, found himself on the streets, out of work. The pattern of his life had been sound. He had saved and had invested in the stock of the company that employed him. He had been loyal, efficient and thrifty. And then the crash came.

He lost everything. His years of labor should have brought him complete financial security. Instead he found himself, when no longer young, desperate for the present, despairing for the future, without faith in God or his fellow-man. No social agency can meet the situation of such a man. But the church can, and in unnumbered instances is meeting needs like this which transcend the need for food and rent and clothing.

The church is trying to meet the demands made on her today, and is joining with the bewildered community in dealing with the baffling problems that press in from every side. If soup is needed soup must be given, but beyond and above the breadlines are broken, tangled, embittered lives to which the church is bringing that intangible more vital than a basket of provisions, more valuable even than a job—the intangible we call courage. To meet as best we can the immediate needs of the present, to bring fortitude and courage to the despairing is the task of today. But that is not all. The church must face tomorrow and accept the challenge to a better social order so that these things shall not happen again. No more of "that damn soup!"

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Public Health Pays

By JOHN A. KINGSBURY
Secretary Millbank Memorial Fund

PUBLIC health cannot be deflated. It never has been inflated. We can decrease public health by cutting down our expenditures but there is no shred of evidence to show that short of this sacrifice we can shave health budgets to parallel the decline in the stock market or in municipal incomes. What never has gone up cannot be brought down except with a result which is not economy but extravagance.

We know that in a city it costs at least $1.50 per capita per annum to provide reasonably satisfactory and adequate health service, but even in boom years as rich as a city as New York spent an average of only about 75 cents. The Committee on Administrative Practice of the American Public Health Association believes that the combined expenditures of official and voluntary agencies, exclusive of hospitalization, should amount to $2.50 per capita per year to make possible adequate service in a city. In the country, because of difficulties of transportation and the like, costs are higher and typically resources and expenditures have been less.

Yet "economy" is in the air as a catchword and doubtless economy is justified and inevitable at some points. No harm will result from careful study and evaluation of our current practices in health work. We may learn how to use what we have more effectively. But great harm will be done by any undiscriminating retrenchment in the budgets of public and private health agencies—harm not only to health and morale but also in terms of the very dollars and cents for which economy is attempted.

The late Dr. Herman Biggs made a statement which has become axiomatic when he declared that within reasonable limits public health is purchasable. I should like to append to that another declaration—*public health pays*. At a time like the present, health and social workers, both locally and nationally, can further their own professional aims and the work of the public authorities on which they rely by taking paper and pencil and figuring the return in *money* that a community gets from the funds it spends for health. In many places budget-cutting has set up a double standard: spare the appropriations for the so-called self-sustaining departments, the departments which show income as well as outgo, and let the axe fall on the rest. Health is a self-sustaining activity.

In the talk of retrenchment there has been no question of giving up the work that safeguards our water and milk supplies. We know because we have seen it demonstrated in dollars and cents as well as by illness and death that it pays to have pure water and pure milk. The money value of a newer form of health work was depicted graphically at a recent meeting in New York to receive the final report of the Diphtheria Prevention Commission when Homer Folks presented figures to show that an expenditure of $420,000 within three years had saved the city $646,000 for preventive and hospital services and had saved parents and others an additional $726,250 for medical and funeral expenses that would have been necessary if the average experience of diphtheria during the ten years prior to the demonstration had continued. Aside from saving the lives of fourteen hundred children and the illness of seventeen thousand [see The Survey, January 15, 1932, page 420] the prevention of diphtheria in New York thus obviated a cash outlay of $1,372,250, a return of 327 per cent on the investment. If one were to add to this the money investment of parents in bearing and rearing to the age of four years the fourteen hundred children who would have died under the former conditions, one must figure in a further $2,170,000—reaching the almost unbelievable total of nearly $3,500,000.

Concrete figures of this sort can and should be computed, both nationally and locally, by people who are working for the prevention and care of tuberculosis, of venereal disease, for the reduction of heart disease, cancer, infant mortality and the like. A balance sheet of cost and return will do much to strengthen the arm of health departments against the onslaughts that current conditions provoke, to keep the pursestrings of private givers accessible to continued need. Public health pays. Especially in time of depression when it becomes an urgent duty to examine the return on each dollar entrusted to the spending of public officials and private agencies, health is a safe and sure investment which continues to pay prosperity dividends.

Paul M. Warburg—1868-1932

THE world apparently recognizes the great gifts and the leadership of Paul Warburg, and few people there are who do not recognize his leadership in the business and financial world. While we scan the horizon for a leader who will be able to outline a plan for America to develop a workable program that will insure an economic future safe from recurrent depressions, it ought not to be forgotten that such a prophet (and not a minor prophet) has lived among us and has warned the country against its fatal over-speculation and superficial optimism. Of course, fewer people realize that back of and beneath Mr. Warburg's clear and scientific mind (and a scientific mind must be one of integrity or it fails), was a great social philosophy that in a safe world the social, ethical and economic are blended, and through his unique capacity and trained mind, with an unerring instinct he saw the relationship of poverty, of unstable finance, to the happiness and progress of men and women and children the world over.

Those of us who are in the inner circle of progressive social planning know that Paul Warburg never failed to see the purpose and to recognize the interrelationship of countries of the world to each other. He of course knew that

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nations rise together or fall together, and that the good of any one nation cannot be obtained at the sacrifice of another. That did not make him less keen to serve all measures for the betterment of his beloved and adopted country. Those who knew him were almost dazed by the grandeur of his character, when he lifted himself out of his personal plane during the War, when our financial stability rested so largely upon his clarity and the carrying out of the Federal Reserve System, which was in great measure the child of his brain. After the War, the great-hearted brother on the other side and he never had to explain to each other. Each knew the demands of loyalty to his own country, whether foster country or not.

Paul Warburg made the pilgrimage to Washington at considerable displacement of his engagements to state his convictions upon the need of a federal Children's Bureau, and he brought the weight of his mind to bear upon the value of the great business of conserving childhood. The National Child Labor Committee was enriched through the long years of his association by his intellectual humanitarianism, and some of us, familiar with the struggles, know how quietly and generously he supplied money to help establish a proper standard of work and life for those employed in the mines.

All the cultures, of music, of art, of classic literature, were part of his daily life and custom. The perfect home and rare atmosphere of the home were in themselves a consecration.

I cannot recall any single instance in the many years of warm friendship and sympathetic comradeship when Paul Warburg failed to give his mind and apply his social philosophy and his pure heart to the problem brought before him. It would be gratuitous to enumerate them, and it would be impossible to formulate the effect that he had upon those who knew him and knowing him, loved him. Life in this world has been enriched by him, and it should never be forgotten that there did live with us a man of great quality, and a prophet, and that is a priceless heritage! L. D. W.

Social Work and Attitudes

By LINTON B. SWIFT

Executive Secretary Family Welfare Association of America

"INSOFAR as the public thinks of family social workers at all, we are generally conceived as accepting fatalistically the conditions which cause distress and as content merely with salvaging the victims. As one member of our Association board has put it: "To state the case with brutal frankness, what the public now expects of social work is merely to keep its clients from begging on the streets, cluttering up almshouses, and adding to the jail population. . . . I believe there is an inescapable challenge to the Association in this total situation to come to terms with its own philosophy of social progress."

Many other family social workers have also become restive under this popular misconception of their role. And while the Family Welfare Association of America never attempts to bind its entire membership to any specific program upon controversial public questions, it has never wished to deny to the field a natural channel for self-expression as to purposes and social philosophy. The Association board of directors has therefore circulated the following statement among its membership, asking only for individual opinions:

The thousands of social workers and laymen connected with local family-welfare agencies are in a strategic position to observe the human effects of economic and industrial conditions. Through the 238 public and private agencies in the Family Welfare Association of America, we are giving direct service this year to over four million individuals in the relief of personal, social and economic distress.

We, as individuals participating in this service, are "upon the firing line" in alleviating unemployment and its attendant ills. We shall continue to devote ourselves untiringly to this task, but we wish to record our conviction that relief alone is but an unsatisfactory palliative for the economic and industrial evils which now afflict us, and which require concerted, courageous and careful treatment if many of our cherished American ideals are to endure.

We recognize that even under the best of economic conditions there will always be families and individuals who will seek the sympathetic guidance of skilled family social workers in their more personal problems. There we shall always have a constructive and special service to offer.

But we recognize also that the vast majority of those whom we are now serving are afflicted by social and economic conditions beyond their personal control. While we can do much to assist such families in the development of their own capacity to meet economic distress, we are actually interested in a sound community program directed toward the causes of poverty. We are not content with palliative measures of relief, necessary as they may be, unless they are accompanied by a concerted and thoughtful attempt gradually to rectify basic conditions.

We are keenly aware of the anomaly of widespread distress in a land of plenty. We recognize that in our complex and rapidly developing industrial civilization this anomaly can be met only through careful planning on a national scale along lines appropriate in American life.

Therefore, while we pledge our best efforts toward the relief of distress during the difficult period before us, we call upon the civic and industrial and financial leaders of America for concerted effort and wide participation in planning measures which, under proper safeguards in the public interest, may ultimately bring greater security in employment and a more adequate distribution of purchasing power among the masses of the American people.

Toward that end we pledge such knowledge and support as may lie within our capacity.

Of the 2891 laymen and social workers who expressed themselves upon this statement, 2773 approved it in general principle, 42 disapproved, and 76 preferred to give no opinion. The incidental comments ranged all the way from a fear on the part of a few that family agencies might be drawn into propaganda for specific measures of reform, to the feeling on the part of a much larger number that the statement was not strong enough, and that specific measures should be proposed to carry out its intent.

In any interpretation of this statement, however, we should bear in mind that:

1. It represents not official action by family-welfare agencies, but only an expression of social attitude on the part of 2773 individuals.

2. It does not pretend to be a complete statement of social philosophy, but merely offers a starting point for discussion.

3. It recognizes a primary responsibility in other groups for the initiation of economic and industrial remedies, and a necessarily wide divergence of opinion now as to what those measures should be.

4. The responsibility of family social work is stated in the final paragraph. As expressed in a communication from the board of directors of the Family Society of Philadelphia, this involves an obligation "to keep the public continually informed, both now and upon the return of normal times, of the disastrous effects of unemployment upon family life, with a view toward stimulating public interest in seeking permanent remedies."

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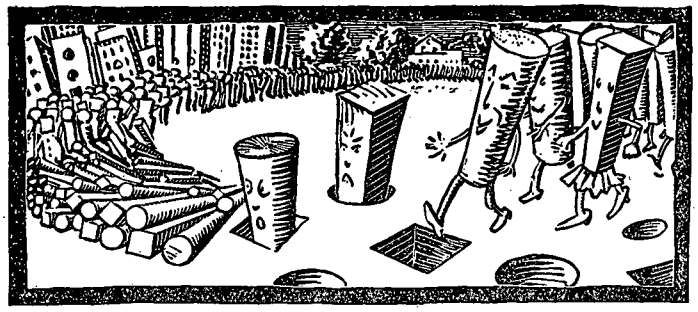

SOCIAL PRACTICE

Plenty of Customers

EMPTY stores turned into evening playrooms are reclaiming several hundred children of New York's East Side from the perilous pleasures of the streets. The first experiment was in two stores of the model tenement of the Lavenburg Foundation. The manager of the building gave the use of the stores and the neighbors chipped in for games and volunteered for the none-too-easy task of keeping order. The first night brought eighty-eight children from the immediate neighborhood, more than the rooms would hold. By the second night the word had passed and 125 youngsters from blocks around, pushing and grabbing, tried to crowd in. Then organization went to work. Co-recreation was not so good, so it was decided to operate the rooms three nights a week for girls and three for boys. Registration cards were required with a penny admission fee each night. A rule barring children over fourteen disposed of the most riotous of the boys.

The rooms have now been in operation to capacity for more than two months with no casualties more serious than the mysterious disappearance of nine dozen checkers in three evenings. Incidentally efforts are being made to get a nearby public-school gymnasium opened as an annex to the game-room so that the riotous older boys may have a place to work off steam.

This neighborhood venture has gone so well that the Recreation Committee of the East Side Community Council has opened a similar playroom in a locality on which the Crime Prevention Bureau has long had an anxious eye. Men supplied by the Emergency Work Bureau put the place in order, built equipment and are doing a good share of the supervising.

Muddled Money in Boston

BOSTON social agencies find themselves this winter in the curious position of having to raise their funds more or less in competition with the solicitation of the municipal Department of Public Welfare for voluntary contributions. In Boston relief for the unemployed as for all persons in need is provided in large part by the public department. The current situation has of course put a severe strain on public funds. In December Mayor Curley appointed an Emergency Committee on Unemployment which undertook to raise $3,000,000 by public subscription to be "expended only for unemployment relief and only by the municipal Department of Public Welfare."

Meantime the privately supported social agencies were feeling the pinch even though they carried little of the burden of direct relief. An analysis of figures from fifty-six agencies after consolidating deficits and surpluses with unrestricted bequests showed that thirty-six agencies would close the year 1931 with deficits of approximately $506,000. Yet it was obviously bad policy for the agencies to undertake any extraordinary effort at fund raising in the face of the official campaign.

The situation was partially resolved when the Emergency Committee, to which friends of the private agencies had had a good deal to say, changed its policy and agreed that one third of the fund it raised should be turned over to the agencies through an allocating committee of which Henry B. Sawyer is chairman and Charles M. Rogerson of the Permanent Charity Fund is secretary. Subscribers to the fund may designate their gifts to go, either to the Overseers of the Public Welfare, or to the Allocating Committee. This, of course, will have no significance unless designations to one group or the other are sufficient to upset the two-to-one plan of distribution.

Nurseries in a Changing World

THE result of a year's intensive study of day nurseries made by Helen Hart is published by the Federation of Day Nurseries, 124 East 22 Street, New York, as a memorial to its late president, Mrs. Hermann M. Biggs, through whose initiative the study was made. Miss Hart delved into the whole question of the social function of the day nursery to discover whether the need for its service is increasing or declining and whether it is the best available means of providing day care for the children of working mothers. Changing standards of care and the influence on nursery methods of new developments in the field of mental hygiene came in for scrutiny.

Miss Hart concludes that neither foster day placement nor group nursery care can secure satisfactory results unless the needs of the whole family are considered. All the facts collected point to the importance of developing community programs for meeting the needs of all children of working mothers, a program which would work steadily toward finding other solutions for the problems of women whose employment involves the neglect of their families.

By Way of the Hoe

DEFEATISTS who predicted failure when the Greenville, S. C., chapter of the American Red Cross moved forty-three mill families back to the land last winter have had to eat their predictions. Not one of the families wants to return to town and with a single exception all of them are well on the way to independence. Many of the families were not only unemployed but had been permanently displaced by machinery. All had at some time lived on farms; all were self-respecting but with little education and of varying degrees of dependency. Some of them had to be fully financed with mule, farm implements, seed and fertilizer. Others required only a little supplementary assistance. All needed advice, guidance and supervision, and practically all required credit for food supplies until their first crops matured.

One colony of ten families was established in Abbeville County through arrangement with the Joint Stock Land Bank. The other thirty-three were scattered through Greenville County under arrangements with individual landlords for very nominal rent or even bare taxes. Comfort and sanitation measured up to the local standards. Each family planted seven acres of corn, seven of cotton, six of vegetables, including potatoes, and six of peas. Out of last season's crops the families with only three exceptions paid off their maintenance and clothing debts and accumulated enough food for man and beast to carry through the winter. The cost to the Red Cross has averaged about $308 per family. An additional $75 per family spent judiciously this year should put each one on an independent footing.

Courtesy Associated Charities, Cleveland

The most important factors in the undertaking, says Lena Bosse Moss, Red Cross field representative for South Carolina, were the care with which the families were chosen and

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the quality of the supervision given them. She feels that the plan is practicable in any agricultural community since it involves the fundamental principle that a man with a fair amount of energy can take a living out of the ground.

Psychiatry for Crime

FOUR years after its recommendation by jurists and criminologists New York City has a going psychiatric clinic in its Court of General Sessions. The clinic is unique in that its service is general and not selective as in similar clinics elsewhere. Every prisoner convicted of a felony in this court will be examined before sentence and the findings furnished to the probation department for inclusion in its report to the court. More than three thousand prisoners will pass through the clinic annually. The clinic is under the Department of Hospitals and is a projection into the field of criminology of the Psychiatric Department of Bellevue Hospital. Dr. Minas S. Gregory is the director.

With the establishment of this clinic the Probation Department of the Court of General Sessions rounds out the facilities toward which it has been aiming ever since it came into existence, first as a voluntary demonstration, later as an official arm of the court. The department now has a staff of ninety-six persons and occupies an entire floor of the Criminal Courts Building.

Other advances in psychiatric treatment of prisoners have recently been registered in New York State. The Westchester County Children's Court now has a psychiatric service, directed by Dr. R. R. Williams, recently of the Children's Village, Dobbs Ferry. Every child coming within its jurisdiction will be examined before release or commitment to an institution. At Elmira Reformatory the State Department of Correction has opened a new classification clinic, directed by Dr. James L. McCartney, where all first offenders between the ages of sixteen and twenty-five will have exhaustive physical and psychiatric examinations before assignment to institutions.

Training for Thinking

NOT training but education for volunteer and board members is the purpose of the series of eight morning discussion meetings going on in Philadelphia just now under the wing of the Morton Street Day Nursery. The topics presented by qualified speakers, lay and professional, indicate the broad basis on which volunteer and board member interests now rest, interests which go beyond the concerns of a single agency and embrace social and economic philosophy.

The Philadelphia course is only one of a number of instances of social agencies utilizing the exigencies of the winter and the general urge to be helpful as an opportunity for training not only in doing, but in thinking. In Cleveland Marian D. Yost, secretary of volunteer service of the Associated Charities, began an informal little information course for a small group of volunteers on the job. Other groups heard of it, recruited their friends, and asked to be let in. The Chicago Council of Social Agencies goes steadily on with a fresh training class of a hundred candidates every month. Everyone accepted for training must have at least a highschool education and must agree to give to the agency to which she is assigned a minimum of two half days a week over a period of months.

A Plan for Prison Education

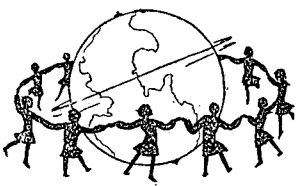
"THE education of prison and reformatory inmates has lagged further behind standards set by the community outside than any other phase of prison regime. At most it has been a gesture." As a substitute for this gesture in New York's state penal system the Commission to Investigate Prison Administration and Construction, Sam A. Lewisohn, chairman, has outlined in a special report to the legislature an educational program to "provide for a good ground-work in fundamentals of academic education, to attempt a certain amount of vocational work . . . and to bring to bear upon the group certain cultural material that is the heritage of all individuals living in an organized community."

The report, after reviewing the present makeshift educational set-up in the prisons, states its objectives and lays down its recommendations. It calls for adequate buildings and equipment and for the full-time service of an educational director at not less than $5000 a year with a full-time head teacher and assistant in each prison. The use of inmates as teachers would be avoided; instead teachers from public schools in the vicinity would be employed on a per diem basis for night classes. Instructors from nearby universities would be brought in on the same basis for lectures. The use of the educational talking picture is urged as is the revamping of the prison libraries. The report does not emphasize the correlation of academic and vocational education but says, "Sufficient attention has not been paid in the past to the possibility of utilizing the various activities in the prison as training centers for valuable trades . . . As far as possible actual courses of instruction should be given by skilled foremen."

The whole plan developed by the Commission emphasizes the relation of the institution and the community. Copies of the report may be secured from the New York Prison Association, 135 East 15 Street, New York.

Traveling Children

WHERE do all the traveling children come from and where do they go, and why are they traveling alone? The National Association of Travelers Aid Societies discovered from its records that during the last eight years its member societies have had to do annually with some fifty thousand children under sixteen, traveling alone. This condition seemed to call for an answer. Perhaps Travelers Aid, by making travel safe and attractive, was cultivating the wandering infant foot.



Courtesy Camp Fire Girls

Last April the Association brought eighty-eight local societies into a definite study of the traveling child. Already 21,811 records have come to the committee in charge, Mrs. Samuel J. Rosensohn, chairman, and ten thousand of them have been tabulated. Of this youthful army 6497 made trips through more than one state and 330 of them came from countries outside of this one. Nearly two thousand required the service of more than one society—in some cases as many as six societies helped along the way. In some twenty-two hundred cases Travelers Aid was called in by transportation officials, but in even more, 2431, its service was requested by parents or relatives. Only 429 of the children were runaways, but 1869 of them were from broken homes. More than half of them were just taking a trip, pleasure or vacation.

The Travelers Aid societies are already asking themselves serious questions on the basis of this still incomplete study. Were the 8754 instances of travel service and 2836 cases of more involved social service, sufficient service? Is it true that Travelers Aid service to these children is mainly protective while en route, and if so is it justified? If it is not true, what is and can be the value of case work in short time contacts such as these?

THE National Recreation Association, 315 Fourth Avenue, New York, has boiled down the fundamental principles of recreation for the individual child or adult into nineteen points. The statement will be sent on request.

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HEALTH

A Short Cut That Helps and Pays

THE tuberculosis wards of Grasslands Hospital in Westchester County, New York, faced a long waiting list. So, finding a virtue in necessity, the county Department of Health has started a promising experiment in the use of boarding-homes for certain types of tuberculous patients. The first home, on a sixteen-acre farm outside a village, accommodates four ambulant patients in a separate suite of two bedrooms, sitting-room and bath. The "boarding mother" is a very intelligent middle-aged German woman; there are no children in the family. The second home, also in the country, is that of a man who is himself a chronic case of tuberculosis and his wife, who has been caring for him. In order to keep the home together and to give care for persons who could not be received at the hospital, three ambulant patients were placed here. Health and medical supervision is the responsibility of the Westchester County Department of Health. A nurse from the department visits the homes daily, advises the boarding mother and supervises the routine of the men. Patients are examined and x-rayed monthly at the local chest clinic. The Westchester County Tuberculosis and Health Association provides necessary clothing and equipment and pays the cost of extra medication. The regular expense of care, which is $15 a week a patient (in contrast to $31.50 at the hospital), is borne by the county Department of Welfare. The director of the Division of Tuberculosis points out that boarding-home care keeps these patients from the risk of infecting others in the community and has advantages in its provision of home-like surroundings and food. While further experience is needed on which to base a definite conclusion, the results so far seem most successful and plans are under way for the use of additional homes.

Highschool Boards of Health

WHEN public-health nurses began to be familiar figures on the landscape of Richmond, Indiana, they rapidly became so popular that they couldn't get about fast enough to meet the demand. One nurse, casting about for a way to multiply herself, called in the principal and dean of a junior highschool. With her help they started a plan which has since become a regular part of the program of not only that school but of all but three of the junior highschools in that locality and of the one senior highschool.

Each junior highschool has its Board of Health, composed of a representative of each assembly room and sponsored by the dean and the nurse in an advisory capacity. The Boards meet once a week in the regular club period. Their first job was the weighing and measuring of the pupils, under supervision of the dean, and the recording of the underweights, whose names are given to the nurse for follow-up. Everyone is weighed at the start of each semester, and underweights are re-examined each month. The Health Board also sponsors the mid-morning milk lunch and sees that it is properly administered.

In an effort to learn what next to add to the program, the boards then asked the nurse to interview the children or give out questionnaires on health habits. The findings aroused a Good Breakfast Campaign. The doctor's annual examination showed an alarming number of dental defects, and the boards asked the nurses to make a rapid inspection of teeth. Each board member took upon himself the obtaining of corrections for his flock and the percentage of defects dropped from 50 to 20. The representative of the board acts as health officer in his room and is responsible for reporting to the dean colds, sore throats, or suspicious rashes.

The Senior Highschool Board of Health is patterned after the state organization with divisions of sanitation, communicable disease, health and hygiene, and vital statistics! Each division is responsible for one article a month in the weekly school paper. The teachers of chemistry, printing and biology, and the nurse serve as advisors. The division of sanitation is responsible for making and keeping up standards of lighting, ventilation, seating, cleanliness and the like. That on communicable diseases has campaigns against colds, urges immunization against disease when advisable, and reports suspicious snufflers to the nurse. The division of health and hygiene features positive personal health, with posture contests, health programs, scoring of health habits and the like. Vital statistics gather up available facts and put them into usable and graphic form.

The Indiana Tuberculosis Association, which has been interested in the Boards of Health and similar activities in the state, has a new leaflet for use in highschools, Making Health Education Dynamic, with specific suggestions and references. Price 5 cents the single copy, $19 per 500, $35 per 1000 of the Association, 1219 Meyer-Kiser Bank Building, Indianapolis, Indiana.

Health Service for Clinic Employes

WHAT amounts to a health insurance plan for its thousand employes was started December 1 by the University Clinics in Chicago. Usually employes of hospitals and clinics expect free medical service and reduced hospital rates. It was felt that a burden could be removed from the clinic staff and better care given to employes if the task was delegated to the University Health Service which cares for students at the University of Chicago. The service is to be self-supporting and is financed by employes' payments of $1 a month, deducted from salaries, and an annual contribution of $3000 a year made by the Clinics' organization to cover the public-health aspects of the service: medical examination, immunization and control of communicable disease. In case of illness employes receive at need ambulatory care at the Clinics or at need elsewhere; care at home within a specified district; x-rays and other consultations as directed; refractions (not including the cost of glasses); and hospital care up to two months at minimum rates. When more expensive accommodation is desired, the employe pays the difference in cost. Prenatal and obstetric care, hospitalization for tuberculosis, mental and chronic diseases, and "elective operations" are not included. The amount of service will be lessened if income proves insufficient to cover it; increased if there is a surplus.

Loose Milk

THAT loose or dipped milk is a potential health hazard is the finding of a commission called together by the New York City Department of Health to study problems in that city. The commission recommends that the sale of loose milk not consumed on the premises be prohibited and that milk for consumption on the premises be dispensed only from bottles filled and sealed at the milk plant. In view of present economic conditions, however, these measures should not be made ef-

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fective before January 1933. Continued sale of loose milk to hospitals and other institutions, and to restaurants, bakeries and the like for cooking purposes, should be permitted under regulations prescribed by the Board of Health. The sale of loose milk in stores gives opportunities for the removal of cream and substitution of water, and for contamination, so that much of the resulting product is below standard. The full report of the study comprises a 254-page printed brochure, published by the New York City Department of Health.

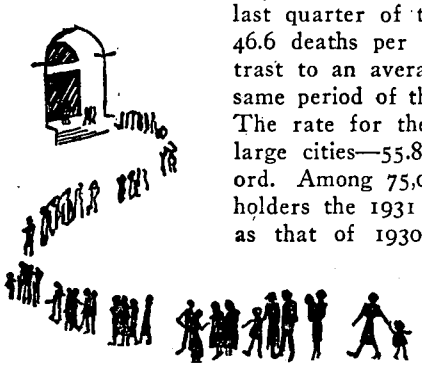
For "Nervous" Children

PERHAPS the first of its kind, certainly one of a handful of places in the world especially designed for the hospital care of "nervous" children, the Emma Pendleton Bradley Home in Providence, R. I., opened its doors some months ago to care for children suffering from the conduct disorders following encephalitis lethargica and from other nervous ills such as chorea, epilepsy, birth injuries of the brain and behavior disorders. The Home is set on a hill overlooking Narragansett Bay, surrounded by forty acres of woods and fields. Each of four divisions of the hospital has twenty-five beds in wards, private and double rooms, with schoolrooms, lavatories, lockers and a nurse's office overlooking a "quiet room." The divisions share facilities for physiotherapy, occupational therapy, a large operating ward and a great sun-room, divided into two sections by a glass partition. Throughout the building doors and windows have only the usual quota of locks, and the precautionary gratings which usually guard stairways and radiators in a building of this type have been omitted, since the trustees felt that a normal number of accidents and runaways would be a slight hazard in comparison with the therapeutic values of independence and responsibility. Dr. Arthur H. Ruggles, superintendent of Butler Hospital in Providence, serves also as superintendent of the Home, and Dr. Charles Bradley as director.

There has been little or no place for children such as those received here. In a general children's hospital their bad habits bring them into disgrace; in an adult psychiatric hospital they disturb other patients and have in turn little to make them happy, a prime need for their re-education and training. Applications are limited to Rhode Island; other things being equal, the poorest child gets first chance.

Health in Depression

AS the year-end reports roll in, it becomes increasingly evident that 1931 was a banner year for health as reflected in mortality statistics. Eighty-two cities, according to report of the surgeon general of the U. S. Public Health Service, showed a deathrate of 11.7 in 1931 as against 11.9 in 1930. Infant mortality, a more sensitive index than the general deathrate, made an especially favorable record in the last quarter of the year with a rate of 46.6 deaths per 1000 live births in contrast to an average rate of 56.9 for the same period of the preceding three years. The rate for the whole year in seventy large cities—55.8—is the lowest on record. Among 75,000,000 industrial policyholders the 1931 deathrate was the same as that of 1930 and appreciably below that of either of the two preceding years. New York City, which started 1931 under a sharp outbreak of influenza which caused 2000 excess deaths and suffered later from an outbreak of infantile paralysis, finished the year nevertheless almost neck and neck with the favorable showing of 1930. Infant mortality and deaths from tuberculosis were at the lowest level on record. On the other hand diabetes, cancer, and fatal automobile accidents continued the rise unfortunately characteristic of recent years.



Courtesy New York Post-Graduate Hospital

The burden under which hospitals and clinics are staggering is due, the surgeon general believes, not to an increase in illness but to diminished incomes which cause people to ask for care in such places rather than to go to their private physicians. At least in part 1931's good news is a dividend from many year's investment in public health and provision of medical care. To keep the ball rolling, to meet the increased demand for service, and the strain on health inevitable with continued depression, health departments and hospitals will need more money this year than before.

Add to the Food List

FIVE New York health and social agencies join in sponsoring a new pamphlet, Good Nutrition at Minimum Cost, prepared by a committee under the chairmanship of Lucy H. Gillett, superintendent of the nutrition bureau of the Association for Improving the Condition of the Poor. Facts, diets for various ages, weekly food orders and schedule of food allowances with directions for adjusting to any locality. Price 15 cents the single copy, 20 cents a copy for 25 or more and 15 cents a copy for 100 or more of the A. I. C. P., 105 East 22 Street, New York.

From the U. S. Children's Bureau and U. S. Bureau of Home Economics comes a folder, Emergency Food Relief and Child Health. Principles, market orders, and allowances. For a family of five $7.50-$10 is recommended for adequate diet at minimum cost. The same bureaus have prepared a one-page dodger for mothers, How to Spend Your Food Money, while the Bureau of Home Economics and the Extension Service of the Department of Agriculture have a four-page illustrated folder of practical suggestions, Getting the Most for Your Food Money.

AFTER three years' experience with a county health department the Suffolk County (N. Y.) Medical Society has put on record its belief that this is the only efficient form of public-health administration in a county and that it has been "an asset in their professional work and an asset to their economic welfare."

ABOUT ten million persons—or one American in twelve—are treated each year in the hospitals of the United States according to a survey by Dr. Allon Peebles for the Committee on the Costs of Medical Care. Americans average more than two days apiece in bed in hospitals.

THE Tarrytown (N. Y.) Nursing Service has a recreation worker at the weekly pediatric clinics who is prepared to take care of the children who come with the mothers and babies. The nurses arrange weekly exhibits and demonstrations of proper foods, utensils, toys and the like.

IN view of the number of unemployed nurses anxious to serve in the city hospitals of New York, Dr. J. G. Greeff, commissioner of hospitals, has announced that only citizens and applicants for citizenship will be assigned to positions in the nursing service. At present about 370 of the 1882 graduate nurses employed are aliens, though 284 have applied for citizenship.

IN a study recently completed for the Milbank Memorial Fund Edgar Sydenstricker finds that in a typical rural area in Cattaraugus County, New York, there has been no downward trend in the number of children born per 100 women.

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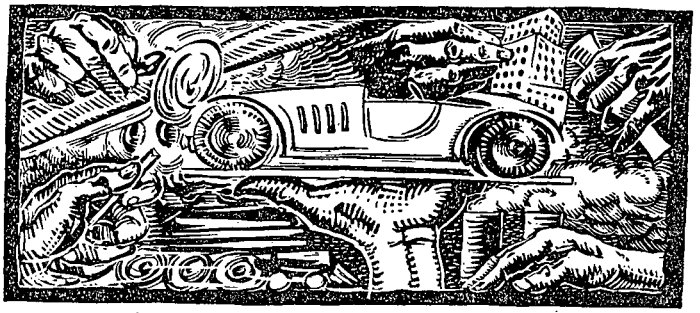

INDUSTRY

Minnesota's Projects

MINNESOTA'S Employment Stabilization Research Institute is making notable progress in the three projects into which it has divided its present attempt to find out how industry and hence employment may be made more regular, how public employment offices may be made more effective, and what techniques may be brought to bear in helping the individual solve his own employment problems (see The Survey, January 15, page 424). An industrial survey of about five hundred firms has been completed, and a detailed job analysis study made in over sixty establishments. The first bulletin on Employment Trends in St. Paul, Minneapolis and Duluth was recently published, and also a smaller bulletin on Seasonal Irregularity of Employment, which is a specific application of some of the basic material to practical problems of Northwestern business and industrial leaders.

More than three thousand individuals have now been classified in the analysis clinics. Most of these cases have been studied and some recommendations given the persons. One group has been referred to the placement offices and a larger number placed in retraining programs. A bulletin now on the press covers one group of these individual cases: some three hundred migratory workers in Duluth.

The first six months' operation of the public employment offices has emphasized the development of Commercial and Professional Offices. William H. Stead, executive secretary of the Institute, reports that these offices are handling an increasing volume of business. Beginning January 1, the Institute began to operate the offices in all three cities on a uniform basis with five divisions in each: commercial and professional, for both men and women; skilled and technical for men; general and farm labor for men; industrial and domestic for women; casual day work for women..

Jobs and Talkies

TALKIES, not as they affect American art and culture, but from the standpoint of what they do to American workers, are being studied by the Bureau of Labor Statistics, U. S. Department of Labor. A preliminary report points out that, on the whole, the legitimate theater, musical comedy and the vaudeville theater employ the same types of labor required by those amusement enterprises ten or twenty years ago—stage carpenters, flymen, electricians, and so on. The talkies, however, have meant a serious dislocation of one type of skilled labor—theater musicians—and an increased demand for machine operators, also skilled workers. Since the first sound picture was produced in 1926, the number of theaters equipped for sound has increased from 140 in 1927 and 1300 in 1929, to 13,128 in 1931. The American Federation of Musicians (the musicians' union) reported at its convention last June, a decrease in membership from 19,780 in 1928-9 to 9795 in 1931-1, a drop of about 50 per cent. In the majority of theaters operating under an agreement with the motion-picture-machine operators' union, the place of every man and boy employed to operate a silent-picture machine is now taken by two licensed operators. There are no figures to show the actual increase in the number of operators, but the membership in the union has increased from 24,342 in 1926 to about 32,000 last year. "Unfortunately, however," the report points out, "the additional men employed as machine operators did not come from the ranks of displaced musicians, and the situation among the musicians is not improved by the demand for motion-picture-machine operators."

Cuts for Everybody

SALARY reductions based on the net earnings of the company are announced by the Westinghouse Electric and Manufacturing Company for all employes earning $200 or more a month. Under the new plan, the cut of 25 per cent announced last summer may be increased to 30 per cent, but if earnings justify it, the percentage will be reduced to 10 per cent. A 10 per cent cut is to remain effective, whatever the earnings of the company. The plan covers the present calendar year. For the first nine months of 1931, the company had a net deficit of $966,000. Unofficial estimates place the deficit for the full year at twice that figure. Beginning January 1, if net income averages $40,000 for three months, salary cuts for the next month will be 29 per cent; if $80,000, the cut would be 28 per cent, and so on. Salaries under $200 will be reduced seven tenths of the percentage by which the higher incomes are cut. For the first time, the company is cutting the wage rate of its manufacturing force. The reduction will be 10 per cent as of January 1. Hourly workers have already suffered a decrease in income through shortened working hours.

Westinghouse has cut dividends as well as wages. It paid $4 on each share of its preferred and common stock in 1929, $5 in 1930 and $3.87 in 1931. On January 6, the company declared a dividend at the rate of $3.50 on the preferred, and a quarterly dividend of 62½ cents on the common (at the rate of $2.50) but did not state whether common stock was definitely placed on this basis.

Protected by Government

THERE is much to interest Western readers in the careful report by a Japanese economist on her country's experience with legislation as a solution for certain social and economic problems (Labor Conditions of Women and Children in Japan, by Asa Matsuoka. Bureau of Labor Statistics Bulletin No. 558. Price, 20 cents. Superintendent of Documents, Washington, D. C.). In Japan, which has passed from an agricultural to an industrial economy in the last fifty years, the government has taken the lead in formulating protective legislation. This study presents working conditions in the textile industry, in the several branches of which women and children are almost exclusively employed. Miss Matsuoka makes use of many sources available only to a student familiar with the Japanese language.

In discussing factory conditions, she analyzes the tradition and outlook of the women workers which, in part, explain their exploitation. Thus,

> Traditionally, Japanese women are strictly bound by the so-called "womanly virtues," reverence and obedience to elders, and when poor and ignorant parents are driven by necessity to place their children in factories where their own authority passes intact to the employer, the young workers make no complaint. . . . This is especially true where the system of contract labor prevails. . . . In such circumstances, the Japanese government showed an intelligence and discernment for which few, if any, parallels may be found in championing the cause of an oppressed class which was quite unable to help itself and on behalf of which public opinion was quite unstirred.

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On the basis of her study, Miss Matsuoka concludes that certain changes in existing protective legislation are called for: the application of factory measures to all plants, instead of having "regulated" and "unregulated" factories as at present; further curtailment of working hours; total abolition of child labor; more adequate workmen's compensation; better opportunity for normal growth of labor organization; development of measures adapted to Japanese conditions, instead of trying to take over the practices of other countries.

White-Collar Factory Workers

NEW YORK'S annual survey of numbers and wages of office employes in factories is of special interest this year, when the plight of the "white-collar worker" is much on our minds. The study covers only workers in factory offices, not in offices located away from the manufacturing plant, and includes such employes as office and stock clerks, stenographers, bookkeepers, accountants, cashiers, office managers and so on. Last fall, for the first time since 1914, the report shows a setback in the steady upward trend of wages for this group. The 1931 average is $35.49 as compared with $37.48 in 1930, a drop of more than five per cent. Wages for men averaged $46.22 last year, as compared with $23.25 for women, mainly due to the fact that the higher-paid positions requiring executive ability or special skill are held by men. The survey also shows that office workers have been reduced in numbers as well as in pay during the past year. The decline was 12 per cent. The report on the survey, which was made by the State Labor Department, points out that the "white-collar workers" have suffered less than have the wage-earners in numbers, payrolls and average weekly earnings.

Children at Work

OVER 40 per cent of the children who left school for wage-earning last year went into manufacturing and mechanical industries, according to the annual report of the chief of the U. S. Children's Bureau for the year ending June 1931, which has just come from the press. This means for most of these young people unskilled, dead-end occupations. The report shows a decrease of 34 per cent in the number of work permits issued to 14- and 15-year-old children in states and cities for which comparable statistics are available for the past two years. Almost all localities reporting to the bureau stated that fewer jobs were open to minors now as compared with the boom years. On the other hand, unemployment of the family wage-earner was the chief cause of school leaving.

The report shows that in seventeen states for which statistics on accidents to employed children are available, 12 per cent of the total number of industrial workers injured on the job were under twenty-one years of age. All except four of these states reported accidents to wage-earning children under fourteen years of age. These seventeen states, according to the 1920 census, employed three fourths of the minors engaged in non-agricultural occupations in this country. The report also contains a review of legislation relating to child labor and compulsory school attendance.

The Double Load

REASONS why home-makers undertake part-time wage-earning jobs, the type of work they do and their earnings are being studied in one county by the Agricultural Experiment Station of the Rhode Island State College. A preliminary report of the survey by Margaret Whittemore in the Journal of Home Economics covers the experience of 408 women. Rhode Island is an industrial state, and about one half the women reporting work in the mills. The next largest group does cleaning and hand laundering. Obvious "women's work" occupations—taking boarders, dressmaking, acting as chambermaids, waitresses and general houseworkers, and so on—are well represented. More unusual ways of earning money are also reported, such as running a saddle livery, carrying rural mail, renting boats and selling bait to fishermen, "touching up" photographic plates. Ten per cent of the total number are teachers. The average weekly earnings reported were $16.16. Nearly three fourths of the women work because their earnings are needed for the family support. In many cases, the part-time wage was the sole family income over a period of temporary unemployment for the husband. In 67 per cent of the cases, the work done was little if any affected by the depression. Except for some types of mill work, the women were not competing with men.

Finding a Way Out

JOINT action by employers and employes, based on economic research, to combat their common difficulties, is the pioneering course being adopted by Philadelphia's upholstery industry. Following the settlement of a strike last spring, employers and unions asked the Industrial Research Department of the University of Pennsylvania to study their industry, to provide the basis for constructive decisions. Company books and union records were opened to the investigators. The decline in this textile trade is revealed by the survey, which has just been completed. Increasing demand for cheaper fabrics than those produced by the highly skilled Philadelphia upholstery craftsmen, competition from new markets, particularly the South where costs are lower, and the opening of branch plants by Philadelphia firms in other sections, cut into the trade of the Philadelphia mills, which lead the country in the quality of fabrics produced. High labor cost is due to high rates of pay, short orders and the fact that weavers run only one loom —rates and trade rules established during a long period of collective bargaining.

The investigators urge a program to meet non-union competition on volume business, and maintenance of price, quality and labor standards on the specialty business. As part of this program they suggest that the unions modify trade rules to increase productivity; that both workers and employers contribute to unemployment and retirement reserve funds; that manufacturers for a definite period stop the migration of their looms to other cities, and that they take steps to effect production and selling economies.

Instead of Relief

A BILL requiring employers to set aside a small fixed percentage of payrolls as unemployment reserve funds, as they now do under the workmen's compensation act, was recently introduced in the New York legislature by Senator Seabury C. Mastick. Employes when involuntarily jobless would receive a part of their wages, not to exceed $10 a week for 13 weeks in any one year. The administration of the funds is placed in the hands of employment stabilization boards for each industry, under the general supervision of the State Department of Labor. The bill is designed to tide workers over temporary unemployment periods and to encourage employers to stabilize production. Senator Mastick believes that "there would be made available in orderly self-respecting fashion about $75,000,000 a year for unemployment benefits."

Courtesy Massachusetts Child Labor Committee

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EDUCATION

Schools Under the Knife

FRENZIED municipal finance, rather than the depression, is blamed by many people close to the situation for the crisis in Chicago's public schools. For nearly a year Chicago teachers have received their salaries irregularly, in scrip rather than in cash. Now, it is announced, approximately eight and a half million dollars must be cut from the city's educational fund, out of which three classes of expenditure are met: cost of instruction, care of school buildings and clerical service, school supplies and equipment. The majority of the present board of education holds over from the Thompson regime. Its present disposition is to make the biggest cut in the cost of instruction, the most important item from the children's standpoint and already below that of comparable communities. It is proposed that the Normal School and a large junior college be closed, night schools and vocational classes eliminated and kindergartens abolished.

In the last five years, Chicago school records show, costs for clerical service and building upkeep have increased 70.5 per cent, while costs of instruction have increased only 24.5 per cent. It is held that this is due to political appointments which have over-staffed maintenance and clerical services at exorbitant salaries. Thus in 102 elementary schools in Chicago, the custodian-engineer receives a higher salary than the principal. Janitors are better paid, in many cases, than experienced teachers, and it is alleged there are cleaners who receive more than do beginning teachers. Chicago is listed as top city in the percentage of school funds that go for operating expenses, and twelfth in the percentage of school funds spent for instruction. According to a New York Times correspondent, there is a growing demand for a thorough overhauling of school finances, before any cut in the educational budget is made.

For More Freedom

CHANGES in the highschool curriculum, to answer the current demand for a "utilitarian" as opposed to a "purely cultural" education, were recommended by a committee of principals and superintendents at the meeting of the associated principals of New York, recently held at Syracuse. The program put forward, after a four-year study, breaks sharply with the traditional secondary school course, but it is felt more elective subjects, emphasis on social studies and science rather than on the classics, and mandatory vocational guidance "will better fit the average boy or girl for life's problems." Under the new scheme, English, as at present, would be the only study required through the six years of junior and senior highschool. Social studies and science would be required in the seventh, eighth and ninth years, and elective for the other three. Mathematics would be a "must" in the seventh and eighth grades; after that it would be elective, "adjusted to the future needs of the pupil." Physical education, social activities, vocational guidance would be required throughout all six years. In the senior highschool, all subjects would be elective except English, physical education, vocational guidance, and a year of American history in the twelfth grade. The committee suggests one three-year and one two-year sequence in each student's course, drawn from these fields: foreign language, mathematics, science, social studies, arts and crafts, music, commercial subjects, vocational subjects.

A College Year Abroad

STUDY and travel for twelve months abroad at a lower cost than a college year in this country ($775) is the plan of a group of American educators. Dr. Jay B. Nash of New York University is secretary of the committee in charge, and Soren A. Mathiasen, head of the Pocono People's College, is director. The project is made possible through the cooperation of foreign governments in granting free visas and reduced railroad fares for the group, and of such organizations as the World Association for Adult Education, Austro-American Institute, Educational Department of the Social Democratic Party of Germany, International People's College at Elsinore, Adult Education Association of Finland and the International Labor Office.

The first year's study in Europe under the scheme will commence April 8. The twelve-month program includes several months at the new American People's College in Oetz in the Austrian Tyrol, a month's study in Vienna, some weeks in Italy, and five months at the International People's College in Denmark, with a two week's Christmastide visit as guests in Danish homes.

Highschool students as well as college students and recent graduates will be included in the group. "The study, travel and recreation planned is meant for young men and women who are eager to obtain the essentials of a liberal education regardless of former schooling." Shorter non-profit making trips of ten weeks, three months and ten months are planned by the same committee. The American address of Mr. Mathiasen is 55 West 42 Street, New York.

More Adults—Fewer Children

RELATIONS between school costs and changes in the make-up of the population are brought out in an article by Emery M. Foster, chief of the division of statistics, Office of Education, in a recent issue of School Life. The 1930 census shows, Mr. Foster points out, that though there are 17,064,426 more people in this country than there were ten years ago, there are 128,840 fewer children under five years of age, including 66,464 fewer under a year old. If this trend continues, first-grade enrolments will show an appreciable decrease in the next decade. The age group now in elementary school (5 to 14) is about two and a half million greater in number than in 1920, but forms 20.1 per cent of the 1930 population, as against 20.9 per cent ten years ago. The next age group (15 to 19) shows both a numerical and a percentage increase. Mr. Foster feels that the fact that in 1930 there were 1.1 more people to pay for the education of 0.3 fewer children, relatively, than in 1920, should "relieve the burden of increased school costs due to a better and a longer education for the children."

Playing at School

HOW the public schools of a great city are put to use outside school hours, and what this chance for informal study and recreation means to the grown-ups and to the children of the community is told in a recent bulletin, written by Clarence A. Perry and Marguerita P. Williams of the Department of Recreation, Russell Sage Foundation (New York School Centers and Their Community Policy. Price,

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50 cents). The story they tell is full of suggestions for other cities and for smaller communities as well. In the year ending June 30, 1930, the writers state, the attendance at the school community centers was about five and a half million, in 569 schoolhouses in all sections of the five boroughs. The most frequent activities were club meetings, basket-ball, checkers and chess, swimming, orchestra practice, folk-dancing. This whole range of free-time occupation for old and young is under the Bureau of Extension Activities of the Board of Education. It is divided into three classes: official centers, with trained staffs which help in organizing and carrying out the various projects; unofficial centers in which outside organizations make use of the schoolbuilding and equipment on recurrent dates; occasional use of schools by outside organizations under permits covering a single date. In 1930, there were 317 community-center workers on the payroll of the Bureau of Extension Activities. About three quarters of the attendance was at the official centers, under this trained leadership. Inter-center competitions of various sorts, including a basket-ball league, track and swimming meets, checkers tournament and elocution contest are features of each year's program.

Cops on Another Campus

ANNOUNCED as an experimental attempt to put police training on a more professional basis, a four-day police school was recently held at the University of Wisconsin under the direction of Prof. A. G. Barry, director of police training at the University of Chicago. The project was sponsored by the League of Wisconsin Municipalities, the University Extension Division, the Wisconsin Police Chiefs' Association and the Milwaukee Police Department. Ninety-two officers from forty-eight communities enroled for the course. Fifty more attended one or more sessions. Much emphasis was placed on the use of the finger-print system for the detection of criminals, which led to an appeal for a state division of criminal investigation. Control of traffic also had an important place on the program. The university wrestling coach taught wrestling holds and the physical education department first aid and resuscitation methods. Available reports indicate that the focus of the school was on modern developments of traditional police techniques—self-defense, use of gas and machine guns, the "lie detector," cooperation with coroners and other investigators, collecting evidence—rather than on broader professional aspects, such as crime prevention, cooperation with social agencies, criminal psychology, juvenile delinquency, and so on, along the lines laid down by August Vollmer in his training for policemen in Berkeley, California, and at the University of Chicago (see The Survey, June 1, 1929, page 304).

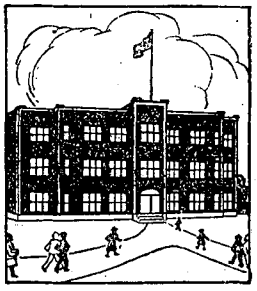
School Sickness

CHILDREN vary in their capacity to "do" arithmetic, to memorize facts, to learn languages, to express themselves through art and music, just as they vary in height and weight. Our failure to take account of this obvious fact in planning school programs and procedures has made "school sickness, a complaint as real as measles," a menace to the health and happiness of thousands of our children, according to Dr. James F. Rogers, consultant in hygiene and specialist in health education in the Federal Office of Education. This disease, Dr. Rogers holds, is produced by "pressure" in the classroom. It is characterized by nervousness, irritability, listlessness, anxiety and a highly emotional state. "The child affected usually has a poor appetite, sleeps badly, and has night terrors. He aggravates his own condition by self-analysis and introspection. Athletic contests are injurious to him." The disease results from forcing hundreds of children, no two of whom are alike, to go through the same course at the same speed, or be labelled "D," "retarded," "dull," "inferior," and so on. The sensitive child in particular suffers from the pressure to "keep up" to what is, to him, an abnormal pace.

Decorations courtesy Ginn & Co.

A Chance to Grow

BETTER school facilities can, in a few years, lift the level of Negro school children virtually to that of white children of the same age, according to large-scale testing recently carried out by Otto Klineburg, instructor in psychology at Columbia, in Harlem public schools. The tests were given to fifteen hundred children born in the South and now living in New York. The improvement above Negro children in the South proved to be slight among children who had been in New York only a year. "It increased steadily among children here two to six years."



It has often been argued by Southern educators and others that the superiority of Northern Negro children over those in the South in intelligence tests and in school achievement was due to the superiority of the Northern over the Southern Negro group in ambition, vigor, ability and so on. Dr. Klineburg points out that his research upsets this theory, since

> If a selective factor is entirely responsible for the superiority of Northern over Southern Negro children, the length of time which has been spent here by the children I tested ought not to make much difference. On the other hand, if the superiority is due to environmental factors alone there ought to be an improvement. This is what the study showed.

Dr. Klineburg concludes that, while white children generally do better in intelligence tests than Negroes, the difference in intelligence-test scores tends to disappear "as the environments of the two groups approach equality."

Studying for Fun

HOW far must a community adult-education program take account of such diverse influences as reading habits, both books and magazines; commuting; young children; lack of servants; religious activities; public activities; automobiles; movies; theaters; previous schooling or the lack of it? How many courses can one individual reasonably be expected to carry? What percentage of individuals, other interests considered, will want to take any course? These are some of the thorny questions to which answers are being sought in the course of a survey of the entire adult population of Radburn, New Jersey, a New York suburb of twelve hundred inhabitants planned as "a town for the motor age." The survey is to be used as the basis for a long-range adult education program, being worked out by the Radburn Association and the American Association for Adult Education. The program is underway, without waiting for the results of the survey which, it is believed, will be useful not only to Radburn but to many other towns and communities. In July, questionnaires were sent to all the adult residents of the town, to discover their range of interests. After the replies had been analyzed, courses were offered in international affairs, psychology, literature, home decoration, child study (two classes), appreciation of music, household arts, languages (French and German). The adult education plans are integrated with the community program of recreation.

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Unemployment

How Mr. Todd's Garden Grows

LIBANUS M. TODD, retired manufacturer of Rochester, N. Y., decided to landscape his garden and found he was giving full-time work to fifteen men who would otherwise have been jobless; further, that he had to order a carload of material from Virginia and one each from Ohio, Pennsylvania and Buffalo, N. Y. Here was help for the unemployed of other communities and of the railroads. Mr. Todd saw the possibilities of a plan to release hoarded dollars on a large scale. He and a few friends conducted an informal canvass and secured 486 sponsors for an Emergency Employment Plan, and the backing of the Rochester Civic Committee on Unemployment and the Rochester Community Chest. Over eleven hundred volunteers were organized in teams, ward units and divisions, each worker assigned a definite territory, and the project put before Rochester and Monroe County. To relieve unemployment by giving work rather than charity, each resident was asked to pledge to do a definite amount of building, alteration or repair and make purchases which otherwise would be deferred, before a specified date in 1932. Half the pledge card was left with him, to be filled in and returned when the pledge had been fulfilled. This one promised to have the car painted, that one to buy Jimmy a bicycle, another to put showers in the men's locker room—$10, $20, $1000, and in smaller and larger sums 10,771 individuals pledged themselves to $6,026,351.96 in constructive unemployment relief. For details of the campaign write the Civic Committee on Unemployment, Rochester, N. Y.

What the Traffic Will Bear

WHAT the relief of unemployment distress costs an American community depends largely, it appears, on what the community will bear. Figures compiled by the Department of Statistics of the Russell Sage Foundation on the expenditures of sixty-six cities during the first nine months of 1931 reveal an extraordinary variation in expenditures in relation to population. At the top of the list is Rochester, N. Y., which expended $8.56 per capita. At the foot is San Antonio, Tex., with fifteen cents per capita. Ralph G. Hurlin, statistician of the Foundation, is careful to point out that "the per capita relief rates are influenced by both the extent of need and the adequacy of facilities," but he does not explain why the rate is $1.88 on the Missouri side of the bridge at Kansas City and $.53 on the Kansas side. In general the industrial cities of New England and the North Atlantic states are spending the most liberally to alleviate the suffering from unemployment. Nearly all southern cities show a very low rate. All the cities of more than five hundred thousand are in the upper half of the relief scale with the exception of Pittsburgh which ranks fortieth.

Medical Relief in Indiana

WITH a view to improving and standardizing the care of the sick poor, a Medical Service Committee of six physicians has been appointed as a part of the Indiana Commission for the Relief of Distress Due to Unemployment. Questionnaires, now being tabulated, have been sent to more than a thousand township trustees to find out the arrangements in use locally and the expenditures of the past year on medical relief. The Committee has formulated the principles of medical service to the indigent sick as follows: That the medical profession is not bound by ethics in any way to defend any doctor or condone any physician in wrongdoing; that the care of the indigent sick is a community responsibility and not a private charity of the medical profession; that the medical profession of Indiana each year has given millions of dollars worth of medical care free of charge to the indigent sick. From the facts now at hand the Committee believes that the most equitable arrangement for care is through a contract between the township trustee or other authority charged with poor relief and a group of physicians, rather than an individual physician. This contract should give specified fees for medical services which may differ somewhat from county to county, but will tend to become standardized as the system is put in practice throughout the state. Such an arrangement, the Committee believes, safeguards "the inherent principle that an individual has a right to select his own physician," and does not force a patient to accept care from one specified doctor "merely because he happens to be poor."

"Ole Clo's, Any Ole Clo's!"

THE use of clothing as relief was not in happier times the best practice of case workers, but that practice has yielded ground this winter to dire necessity. The test of effectiveness seems to be the way it is done. Providence, R. I., reports a system, borrowed in part from Springfield, Mass., by which at a cost of $3000 it collected, repaired and distributed through the Family Welfare Society and the Director of Public Aid, clothing which would have cost $100,000 to buy and which is sufficient to meet the needs of the winter. Providence people, says Henry L. Burt, executive secretary of the Community Fund, have swept their closets clean, which is hard on the ole' clo' men, but a big help to the families of the unemployed.

In the South the Red Cross has gone into the production of new garments on a large scale. In South Carolina textile mills have donated materials which the chapters are making up on regular quotas. Alabama has organized production on a state-wide basis to meet the monthly estimates of clothing needs as they come from the different chapters and field workers.

Neighbors in Hard Times

BEFORE the weight of the depression came upon us, the National Federation of Settlements broadened and clarified our understanding of unemployment as a chronic industrial problem with its cooperative inquiry out of which came Clinch Calkins' widely read Some Folks Won't Work (Harcourt), and Case Studies of Unemployment (University of Pennsylvania Press). Now in sequence the Federation is in the midst of a similiar inquiry dealing with the mass unemployment of hard times, and the emergent and more or less coordinated relief measures which have been set going. "How do they really work out in terms of our neighbors' experience?" Like the previous inquiry this is a search for lines along which households may be assured greater security, and like it will be based on intimate full-length studies visualizing family experience. Each will show a picture of a self-dependent household as a going concern and its situation when the depression struck them; the family under the depression; a full and exact story of what happened to them over the two-year period to January 1, 1932; the adequacy of the relief they got as a substitute for lost earnings; a picture of the family today as it finds itself after two years—its health, scheme of livelihood, predicaments, plans—the working efficiency of the breadwinners and their general outlook on life.

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As a setting for these case studies there will be presented city backgrounds of public and private relief provisions which should throw light on "what to do if families are to be protected from the ravages of depression in a better way." There is a special companion study of Youth in Hard Times. Helen Hall of University House, Philadelphia, chairman of the Unemployment Division of the Federation, has just made a circuit of middlewestern settlements collaborating in the inquiry.

When Money Runs Low

DETROIT is trying to fill by better coordination of relief services some of the gaps between shrinking funds and rising needs. The Advisory Relief Council of the Community Union, which has the endorsement of Mayor Murphy and of the Emergency Relief Committee engaged in raising a private fund, has drawn up a general relief program for the city in which the responsibilities of public and private agencies are delineated, inter-community procedures are clarified and the responsibility for certain groups, such as homeless men and women, is assigned to specific agencies. Recommendations on relief giving by churches, fraternal orders and other voluntary groups are included. The district organization already operating in two areas is to be extended throughout the city. The Community Union has assigned a staff worker to effect this organization. A settlement, club or other agency in each district will take the leadership in bringing together all social forces in each district to promote coordination of effort and to discover ways and means of meeting needs.

Cleveland faced, after every dollar now in sight has been added up, with a probable 1932 relief deficit of $9,000,000, has through Mayor Burton appointed a City Board of Relief to pick up where the Community Fund relief agencies must leave off. This board, headed by Welfare Director Dudley S. Blossom, is appealing to the governor for state aid.

The Outlet of Talk

FROM all accounts Chicago appears to be the hot spot of all the large cities as regards unemployment relief. Its public treasury, city and county, is bare, private relief funds are rapidly dwindling to nothing. Food allowances have been cut, rent allowances suspended. Mothers' pensions and allowances to the blind are unpaid. Efforts to obtain state aid have thus far been unavailing. Late February appears to be the dead-line beyond which no one can predict. The one thing that Chicago has offered in full measure to its distressed unemployed is an outlet for their feelings. Settlements and community centers all over the city have opened their doors to discussion, even the smallest settlements having groups of a hundred or more men actively debating the hows and whys of unemployment. A further outlet was afforded by public hearings organized by the Chicago Workers' Committee on Unemployment, Karl Borders chairman, held in six strategic neighborhoods of varying types.

To these hearings came all the local folk to tell in their own way just what unemployment had done to their lives. The stenotype records of the hearings, some fifteen hundred pages, offers impressive first-hand source material. A summary of the findings has gone with an open letter to the governor and the legislators. In January this committee, cooperating with the Joint Committee on Unemployment, called the Illinois Conference on Unemployment which discussed the need for relief throughout the state and pressed for state and federal action.

Relief for the Spirit

EMERGENCY aid for the community morale is offered by the Adult Education Council of Chicago through its plan to "pool a splendid array of educational, musical, dramatic and motion-picture programs in order to supply healthy mental interests." These programs are to be presented in public school buildings, settlements, churches, community centers and other available quarters all over the city. Teachers are also being provided for free classes, and directors for musical groups, amateur dramatics, forums and discussion groups. Dean Carl F. Huth of the University of Chicago, president of the council, and Fred Atkins Moore, the executive director, have appealed for additional volunteers to assist with the programs or with the administrative work. The effort has the hearty approval of the Council of Social Agencies, and the cooperation of the universities, schools, the public library, women's clubs, settlements and civic organizations. Experimental projects were started late in December, and the full program was started January 1. In the belief that "relief from boredom and despair is as necessary as relief from hunger," the council feels that what it is undertaking may hold helpful suggestion for many other depressed communities.

The Chuches Speak Out

CATHOLICS, Protestants and Jews, speaking for their respective church organizations, joined recently in putting forward a vigorous and far-sighted program of action to relieve, reduce and prevent unemployment. The program, published by the Federal Council of Churches, the Department of Social Action of the Catholic Welfare Conference and the Social Justice Commission of the Central Conference of American Rabbis, includes:

1. "Immediate and adequate appropriations" by both national and local governments for useful public works.

2. A shorter work day without wage reductions, to help solve the problem of "technological unemployment."

3. Social insurance, "particularly insurance against unemployment and old age. . . . We protest against the misleading use of the word 'dole' to describe systems of unemployment insurance."

4. More equitable distribution of weath. "We particularly deplore indiscriminate wage cuts at this time as socially unjust . . . and tending still further to lower the purchasing power of the masses."

5. The extension of the engineering principle of planning, which has succeeded in individual factories "to the control of entire industries and of industry in general. . . . The principle of cooperative planning must be extended also to world economic relations including balance of production, consumption and exchange, access to raw materials, questions of tariffs, movement of gold, war debts and the economic waste of armaments."

Boy Scouts Turn To

IF it is true—and who will deny it—that the Boy Scouts of today are the good citizens of tomorrow the country may anticipate a generation well trained in relief activities. The Boy Scouts of America, celebrating this month their twenty-second anniversary, are piling up a record of unemployment emergency work as impressive, in many ways, as their war service. From practically everywhere that the Scouts are organized the national office has reports of their participation in the community relief program both by cooperation with other agencies and by their own initiative. During the autumn they were willing hands and feet for the groups all over the country engaged in collecting and canning surplus fruits and vegetables against the needs of the winter. With cold weather and the urgent need of clothing by the victims of unemployment the Scouts snapped into new action. More than a hundred cities, east and west, north and south, report the service of the Scouts in collecting, sorting and bundling used clothing as indispensable to the whole relief program.

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WORK SHOP

Board Education

The Public Health Nurses Start Something

By EVELYN K. DAVIS

Assistant Director National Organization for Public Health Nursing

THERE can be no manner of doubt in this year of grace of the duties of board members. They have been told—a good many of them already knew it—that it is their duty to employ a competent executive, to keep themselves fully informed of the actual work of their agency, to develop the agency's program and to interpret its work to the community.

These are the duties and fair enough they are. But how in the world is the board member to fulfill them if he does not know what they are all about? How can he secure a competent executive if he does not know the standards of professional qualification in the particular field in which he is working? Of course he may go the Joint Vocational Service which will recommend qualified candidates. But how can the board interpret intelligently the professional histories of the applicants and make a wise choice in the light of the local situation if its members are not on speaking terms with professional standards? And how can the board judge accomplishment? How can the board members develop the agency's program if they are not in touch with developments in its whole field? How may they interpret correctly to the community the program which the agency is carrying on if they do not know the general objectives of that program?

There is only one answer to all these questions—some program of board education, some program which will inform the board of current practices, will prepare the members for their duties and will introduce new members to the specialized field—call it what you will, it is fundamentally board education.

In the public-health nursing field board members themselves have been trying for several years to equip themselves to meet intelligently their responsibility in the public-health program. The effort has been increasingly their own with the professionals lined up as a solid cheering section for this advance toward true partnership. Board-member institutes were an entering wedge, the first of them hailed as a breath-taking innovation. They have since been held in various parts of the country with board members sitting down together for one or two days sessions, discussing under expert leadership such questions as board organization, standards of volunteer service, publicity, community responsibility—all sorts of day by day problems.

Presently a special department was set up in Public Health Nursing, the official magazine of the National Organization for Public Health Nursing, with articles dealing with board-member interests and with discussions carried on in the manner of an open forum. In 1928 a special section of the biennial convention was organized for board and committee members who had been attending the conventions for years, sometimes a hundred strong from as many as twenty-six states. State conventions soon followed the lead of the national with board members and nurses meeting together to discuss common problems. Before very long the activity and interest of board members had so developed that a full-time secretary was added to the staff to help organize plans and projects.

And now comes a further step in self-education, a study program for board members prepared by the national organization. This program, only four months old, is still experimental and no conclusions can as yet be drawn as to its ultimate value as a means of self-education. It will probably undergo many changes in actual practice. The important point now is the gratifying response that has been made to it, a response that indicates a definite desire on the part of board members to broaden their background and their understanding of the field. The study program as outlined provides two courses, one for city public-health nursing groups, the other for rural or county groups. Each has eight topics to be taken in monthly doses, with questions for discussion and suggested readings.

THE study program was launched in October after a preliminary announcement in Public Health Nursing. The first topic sheet went out on October 1 to the presidents of some three hundred boards with a letter offering to send the succeeding topic sheets to anyone who requested them. To date 125 public-health nursing organizations have asked to receive the monthly outlines. Of course it is not possible to say that the whole 125 are actually engaged in study. But the National Organization for Public Health Nursing is not greatly concerned just now about that. It feels that gains have been made if boards receive the material and ask themselves some of the questions that it raises.

How the programs may be fitted into busy board meetings is a problem left to the discretion of local groups, a problem they are meeting in various ways. Some boards have voted to meet a half hour earlier, some are studying in a small committee with discussions summarized and brought to the whole board, still others are choosing for discussion a single pertinent question from each topic.

Accompanying each monthly topic sheet is a return blank for a report on time spent in discussion and on questions

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raised with space for requests for further data. From this, it is believed, will come many interesting leads for discussion topics in the board members' forum of Public Health Nursing. Already some interesting comments have been received showing that the leaven is working. One board wrote that while discussing the various public-health organizations in the community the question was raised as to what should constitute an ideal program for the health officer in a small community. Another board reported that as a result of the discussion on cooperation between social and health agencies the need of a social service exchange was realized with the hope expressed that it could be set going.

The public-health nursing field claims no monopoly of board members alert to measure up to their responsibilities in the organization partnership. Every field, every agency has such yeast in its boards. The tone of boards everywhere has changed in recent years and the rubber-stamp member is almost a figure of the past. Board members themselves are increasingly impatient with the sister—or brother—who graciously accepts election, comes to occasional meetings and by her—or his—casual comments reveals complete fuzziness of what it is all about. Two things are happening to such board members, they are fading out of the picture entirely or they are becoming infected with the keener consciousness of their associates and are themselves joining in the general stirring toward better understanding. The National Organization for Public Health Nursing is only unique in that it has met that stirring with thoughtful effort to guide and direct it.

Short-Cuts and Savings

By ELWOOD STREET

Director of the Community Chest of Washington, D. C.

HOW can social agencies economize in these times of expanded need and sometimes shortened funds? This is a question which is vexing many executives and many boards of directors. The answer does not seem to lie in cutting wages already low. On the other hand I would venture to say that in most social agencies savings greater than the savings to be made by pay-cuts could be made in some of the ways mentioned below. These suggestions are gleaned from many sources. They have all been proved in actual experience. Perhaps not all of them are applicable to all social agencies but many of them certainly are.

Have a committee of three or five board members chosen for their knowledge of business procedure and social needs, study every budgetary item and every activity of the agency with a view to eliminating waste whenever possible. The Cincinnati Community Chest suggested this to its member agencies and great savings resulted.

Let a committee of staff members including the executive, go through the same procedure and then make their suggestions to the board, with consequent credit for the staff's enterprise!

Ask a committee of business men especially versed in office procedure, such as office managers of large business concerns, to make the same sort of study and report to the board.

Get a good book on administrative procedure or office management and check every activity of your office and organization in comparison with the standards set in that book, by yourself if you are the executive, or with one of the committees mentioned above.

Get local authorities, such as heating engineers, skilled purchasing agents, construction engineers, to study appropriate phases of the work of your organization. The Detroit Community Fund, for example, has as a permanent member of its staff an engineer skilled in all phases of institutional work, who checks every proposal for expenditure for equipment or for construction of the member organizations, with great savings. He also conducts a clearing house for the sale and exchange of supplies no longer needed by one member organization of the Fund which might be utilized at low cost by another organization.

Get the Community Chest or Council of Social Agencies to set up a central purchasing bureau with which to make contracts on quantity prices, with delivery to the agencies, covering supplies which can be standardized and which are required in large quantities. The Boston Council of Social Agencies and the Cleveland Hospital Council have made large savings in this way. The Washington Community Chest is saving nearly $10,000 in coal purchases merely by a price agreement with the coal merchants made available to all member agencies.

Persuade the Community Chest or Council of Social Agencies to set up a Committee on Purchasing Methods, made up of persons who do the purchasing for all member organizations, and of skilled buyers from the community at large, to discuss effective buying. Improved methods of purchasing developed in this way alone will make large savings. Study local commodity prices and food prices. Buy those foods which are on the local market at low prices rather than according to a standardized dietary list. Buy canned goods when prices are low for future delivery. Buy foods and paper at wholesale.

Centralize all purchasing in one person who will endeavor both to buy economically and to utilize supplies already on hand.

Check carefully all purchases and see if satisfactory standards can be set up which will enable savings. For example, use less expensive but satisfactory paper for letterheads and envelopes. Buy supplies not by trademark but by specifications.

Have a good dietician or home economist study your menus, if you are feeding people. Maybe you can feed them better for the same money or feed them just as well for less money. The Salvation Army Men's Emergency Home in Washington did this.

Subscribe to Consumers' Research, Inc., 340 West 23 Street, New York City, and secure its bulletins and reports which give unbiased information and counsel on prices and qualities of commodities.

Save space and labor by filing only that material for which you are reasonably sure there will be future use. Make carbon copies on backs of letters rather than on separate sheets.

Study all office operations and see if you can save labor costs by installing equipment such as mimeograph, multigraph, dictating machines, automobiles for visitors covering large areas and spending a disproportionate time in transportation. The Community Chest of Washington, D. C., has saved over $2000 this year by doing forms and simpler kinds of printed matter on the multigraph.

Are you getting out a printed bulletin which might be done on the mimeograph? Are you getting out voluminous mail advertising which by judicious editing might be reduced in volume and cost and increased in readability? Are you getting out weekly bulletins which might be sent out bi-weekly? The St. Louis Community Council has just done that with its Community Courier.

Does your office use more space than is necessary? For example, do you have a room which is used for infrequent meetings which might be dispensed with by arranging to have the meetings in the board room of some bank or other available space? Are your desks spaced too far apart? Have you too many private offices so that you could eliminate the partitions, bring desks closer together and save money in rent?

Are you planning far enough ahead in your work so that all details are cared for as they come up and the cost of last minute activities and hasty plans which have to be changed is eliminated?

Has your agency any unnecessary social-service activities, once established but which no longer correspond to any vital need? Are any of your activities which are supposed to be paying their own way really losing money, unnecessarily?

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Check your list of committees and your schedules of meetings, to make sure that you have no unnecessary committees and no unnecessary meetings with attendant cost of stationery, postage, secretarial attention, and of valuable time which might be spent in more productive activity.

Study every office process and see if you cannot eliminate some that are unnecessary and work out short cuts in others. Have you any unnecessary or unnecessarily elaborate statistical reports, financial reports, bulletins? Eliminate them or cut them down to the essential facts.

Budget your organization in thorough detail by each department, set up a quota of expenditure for each month for each department and do not allow over-expenditure in any department without approval from your board of trustees. Check every new proposal for expenditure against the budget and do not submit it to your board of trustees for approval unless you are sure it is thoroughly justified.

Does your accounting system distribute the overhead properly so that you can see which activities break even and which do not? Should any of these activities either be dispensed with or be made self-supporting either by a slight increase in charge to those using the facilities or by the more careful charging of those who can afford to pay?

Are you as persistent, ingenious and vigorous as you might be in making collections from those who have obligations to pay and are able to pay?

Are you following up all activities once begun to see them through to successful conclusion rather than drop them when part way through because something more exciting turns up?

Are you passing over to other agencies the work which they could do and by mutual agreement clearly establishing the responsibilities of your own agency?

Are you using the best methods of social work, especially in unemployment relief? Are you taking advantage of the successful experience of many case-work agencies in diluting their professional staffs with volunteers and with less skilled workers for the routine work?

In other words, are you testing every phase of the work of your organization as to its importance, its value, the competence of its conduct, its relation to every other phase of the work of your organization and of other organizations in the community, as to its economy and effectiveness of procedure?

Spend a day a month in study of the sort indicated and you will save many times the value of that day in economy and effectiveness of operation of your organizatin. And remember, a penny legitimately saved is better than a penny given at sacrifice by an overburdened contributor and builds confidence for the future.

Campaign Prizes

NO silver cups and expensive trophies were used to reward leaders from day to day in the Detroit Community Fund campaign. The captain of the team which led each day in special-gift solicitation received a large red oil can. Another class of competition was rewarded with a black tin lunch-box; yet another, with an aluminum teakettle; still another, with a tin coffee-pot, and, lastly, an aluminum water pitcher. At the end of the campaign, the names of the final winners were engraved on the teakettle, the coffee-pot and the pitcher; and on tin plates which were soldered onto the oil can and the lunch-box. The campaigners greeted these prizes with as much enthusiasm as your observer has ever seen in any campaign. The only trouble is that it's hard to get the aluminum teakettle and pitcher as shiny as a mere man would imagine they ought to be. Percival Dodge, Community Fund director, asked the head waiter at the Hotel Statler, which is campaign headquarters, to have the teakettle and pitcher polished. That functionary replied in his best Swiss-German-English that he had already sent them down to the silver room and the polisher had tried every kind of polish on them, but aluminum just wouldn't polish. So that had to be that!

Satisfied Customers

By MARGARET FOSTER EDMONDS
Family Welfare Association, Dayton, Ohio

ALL day long I talk to men and women who once believed life worth while, who were proud of their homes and their families, their place of respect in the community—and who now having sold their cars, their radios, their furniture, even their insurance policies find themselves faced with actual hunger. It has required all the defense mechanism acquired in fifteen years of social work to retain my emotional equilibrium. There is so little that a charitable organization can do for people in these days of thin funds. Such relief as we can give will barely keep a family alive and anyone even a jump ahead of actual hunger must be refused. There is not the smallest chance of helping anyone maintain a decent standard of living.

One day I had occasion to return to a department store an unsatisfactory purchase. The adjustment manager took me into his private office, made me feel I was the most important customer the store had, gave me the impression that the entire staff of clerks was maintained for my sole benefit. However, he also explained to me some of the limitations of a department store. I did not get what I wanted but I left feeling entirely satisfied.

Then a light dawned upon me. Every business organization properly managed makes a point of having above all things satisfied customers. Yet we who are rendering the best possible service that our limited funds will permit, daily turn away many disgruntled applicants. Why can not we too have satisfied customers?

Now when a man is in acute distress and you are forced to refuse the help he unquestionably needs, it is difficult to turn him away satisfied. But it seems to me that when we must refuse our reason for doing so should be so clear in our own minds that the applicant himself can see it—so that he goes away not wondering what is the real meaning behind our vague excuses—but with clear understanding.

From that day I have not turned down an applicant without telling him with as little hurry and as much detail as possible exactly why we cannot help him. I tell him exactly the status of our funds, how many applicants we have and the principles upon which we accept or reject cases. In the simplest words, shorn of social-work terminology, I explain our policies and methods as carefully as if he were a prospective contributor. I try to make him see our obligation to others who are in greater distress than he. I give him all the facts I have myself and try to get him to agree with our decision even though it is against him.

The reaction of the applicant to this method has been to me an amazing revelation of the reasonableness of human nature. It has the instant effect of increasing the applicant's self-respect. He has a sort of voice in deciding how public-relief funds shall be spent. All mystery is removed. He no longer wonders "where all that money goes." He knows—and he sees how inadequate are the funds. These applicants have a real comprehension of the relativity of need. Nine out of ten, even the poorest, speak in all sincerity of "those who need it more."

Of course I have my failures—(if only there were more hours in a day)—but more often than not I am met with the spirit of the old colored man who with characteristic good nature remarked, "Well, Lady, I suttinly did hope you'd pay my rent, but I sees you can't do it and surely thanks you for your depreciation."

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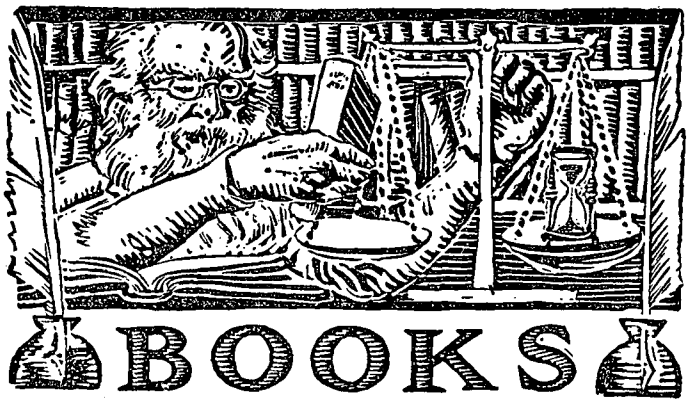

The Century of Dead Children

THE INFANT WELFARE MOVEMENT IN THE EIGHTEENTH CENTURY, *by Ernest Caulfield. Hoeber. 203 pp. Price $2 postpaid of The Survey.*

DR. CAULFIELD says in his preface that "An old book is a sort of tabernacle in which dwells the spirit of the author. A number of old books, especially when concerned with a definite period, give us a composite mental picture of the people of those times."

From many such old books and papers the author paints for us an unforgetable succession of pictures of ragged, sick, neglected, abandoned, dying children. This succession of pictures, like the film of a moving picture, carries the reader through the eighteenth century during whose first decades three out of every four children died before they were five and at whose close there were beginning to show above the horizon some faint beams of the yet one-hundred-year-distant day when a lover of children could hail the new century as that of the child. In this succession of pictures the reader catches glimpses of doctors puzzled by diseases of whose pain infants could not tell; fashionable mothers refusing to nurse their own babies; poor mothers stripping the rags from their dying infants to sell for gin; dogs and cats tenderly put to sleep on soft cushions while starving children died in the city streets; babies torn from their shrieking mothers' arms by poor-law officials in order to save local expense by sending these babies to the London Foundling Asylum; infants admitted to mixed almshouses only to die; three out of five children who were being carried to the foundling asylum in a basket by a drunken carrier and seven out of eight others in a wagon dying before they reached the revolving door of the asylum.

To see such pictures and to watch the slow, uncertain efforts that were made in the direction of understanding and effective methods of saving and nurturing the infants of England the reader of this review is urged to read and ponder well the pages of this little book.

HENRY W. THURSTON
New York School of Social Work

Explaining England

CAUSES AND CURES OF UNEMPLOYMENT, *by Sir William Beveridge, K.C.B. Longmans Green. 70 pp. Price $1.00 postpaid of The Survey.*

THE importance of Sir William Beveridge's latest book is out of all proportion to its size. Here, in seventy compact pages, the man who runs may read a gripping story of Britian's past and present economic difficulties and the ensuing devastation they have wrought to the person who is able and willing to work and for whom there is no work. A detailed and unilluminated account of Britain's industrial and economic history and of her oft modified unemployment insurance acts is about as juicy as the dictionary. But Sir William has done what only the true authority in any field can do: divested the kernels of obscuring shells, subjected them to impartial analysis and put them out in a form which cannot but challenge the interest of the person who is unable to afford the years required for first-hand examination of a difficult and confusing subject.

The book consists of six radio talks on unemployment broadcast during last May and June, covering: Unemployment, Disease or Symptom?; The Pre-War Causes of Unemployment; The Dead Weight of Unemployment in Britain from 1922 to 1929; The World Slump of 1930; The Administrative Factor in Unemployment; Remedies and Their Price. To these are added an appendix giving the memorandum of evidence submitted by Sir William to the Royal Commission on Unemployment Insurance last March.

If anyone wishes an honest appraisal of the present palpably imperfect British scheme, let him read this concise, clear and factual little book. He will not only add to his equipment a considerable stock of knowledge in easily acquired form, but he will learn, if he has not already learned, the difference between unemployment insurance and a "dole."

University of Chicago MARY B. GILSON

The Kaleidoscope of Marriage

DIVORCE, *A Social Interpretation, by J. P. Lichtenberger. McGraw-Hill. 459 pp. Price $4 postpaid of The Survey.*
ESSAYS ON MARRIAGE, *by Frederick M. Harris. Association Press. 208 pp. Price $2 postpaid of The Survey.*
MARRIAGE AT THE CROSS-ROADS, *by William Stekel. William Godwin. 162 pp. Price $2 postpaid of The Survey.*

ONE book on divorce and two on marriage has no significance as a ratio. The three volumes together, however, indicate a tendency toward the return of common sense and balance to the consideration of marriage as an institution.

Professor Lichtenberger offers a scientific viewpoint upon divorce interpreted as a social phenomenon and sees in its relations to marriage, the social institution to which it owes its origin. With clear vision and objectivity he views divorce in its broad social relationships. He recognizes that the divorce-rate as measured against the marriage-rate per annum does not represent the truth but rather that the number of divorces of any year should be compared with the total number of married persons. This would change the figures for 1929, for example, from one divorce to every sixth marriage performed during the year, to one divorce per 124 married couples. The distinction is clearly drawn between marriage as an institution and marriage as a personal relationship. Evidence is presented showing that, despite the allegations concerning difficulties with personal relationships, marriage as an institution appears to be growing in popularity; and there is no evidence of decline inasmuch as a larger percentage of our population was married, both men and women, in 1930 than in 1890. He regards modern marriage and all its problems as the result of a state of transition and he has no panacea to offer and no dogmatic solution to present. He believes in the perpetuity and improvement of marriage in the future. On the basis of his historical perspective he sees marriage adapting itself to meet present needs and future demands. Emphasis is placed upon conditions in this country rather than abroad. Throughout one observes the cautious analysis of a scientifically minded individual who views the rising divorce-rate as a symptom rather than an entity, a by-product of social change rather than as an end-product of institutional development. A book sane and sound, reasonable and not radical, optimistic and social rather than the contrary.

THE Essays on Marriage, by Mr. Harris, appeared posthumously and represent the philosophic outlook of a man who, peculiarly endowed by nature and insight, had been actively engaged with the Young Men's Christian Association and at the same time, specialized in the general field of human relationship. His viewpoint is that of the practical idealist. He has carefully examined the vivid and lurid phases of marital situations that lead to scandals and catastrophes, but nonetheless he does not accept the generic view that marriage is a

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general failure which civilization ought to set aside as an archaic institution. He emphasizes the personal relationships within marriage even though he admits that there is no definite agreement as to just what constitutes marriage because it becomes what the character of each community determines. The long persistence of monogamy suggests that it is likely to continue. His ideas of marriage, as an institution whose relationships have been organized or standardized, leads to an appreciation of the fact that there are altered conceptions concerning the choice of a mate, concerning sexual relationships, concerning the essential qualities of womanliness or manliness. There is much wisdom in a constant philosophy that carefully distinguishes sexual desire from conjugal affection. Rational, clean, stimulating, human.

DR. STEKEL, viewing marriage from the standpoint of a psychiatrist, arrives at the very definite conclusion that monogamy is to remain as a permanent institution of man regardless of the particular form it may assume. He views the present monogamy, however, as being pseudo in character and favors what he terms "free marriage," which involves the marriage equality of the sexes, the right of mate-selection and the right to change if necessary to meet individual needs. For him present-day marriage is a compromise between individual needs and the restraints of civilization. His interpretation of the reforms of marriage is very simple; it must be left to the people of the future because the reform of marriage requires "new people, new social conditions, new adjustments." Unfortunately the book is marked by errors of fact, and those peculiar broad generalizations which so frequently emanate from psychoanalysts who are so certain as to the point of their foundations that upon them they are willing to build pyramids with a broad base extending far into the universe. Interesting, provocative, but unsafe for those unfamiliar with the facts, and unsound for those who are sensitive to suggestion and uncertain in intellectual criticism.

Marriage has ever been a matter of concern to changing generations of man. The specific problems of today, caught up in the movements of this age, can be variously interpreted by the sociologist, religious worker, psychiatrist and others. At present countless interpretations of marriage abound and even more numerous are the suggestions for its modification, improvement or abolition. Marriage is very much like a kaleidoscope—a few pieces of glass, a few mirrors and a manipulation that throws it into various forms. After seeing its countless potential figures of varying form and beauty there remain the same few pieces of glass and the same few mirrors awaiting further manipulation.

IRA S. WILE, M.D.
New York City

Deportation and Justice

DEPORTATION OF ALIENS FROM THE UNITED STATES TO EUROPE, *by Jane Perry Clark. Columbia University Press. 524 pp. Price $5 postpaid of The Survey.*

SOCIAL workers everywhere and the friends of the immigrant in this country and abroad will be grateful to Dr. Clark for the preparation of this constructive and helpful study of deportation procedure. Deportation methods have been the subject of long standing complaints on the part of those who believe that American justice should deal impartially with men of all creeds, all colors and all nations, if they are domiciled in this republic. Unfortunately very little is known of the way in which deportation actually proceeds and even social workers, many of them, do not know what really happens to the man and his family whom they too lightly recommend for deportation across the water. Dr. Clark has made a careful study of something over six hundred deportation cases, the records of which are kept in the office of the commissioner-general of immigration in Washington. She accompanied representatives of the Immigration Bureau on their various deportation errands in different parts of the country and she also reports on the conditions of the jails, in which they are unfortunately and probably unnecessarily detained.

The results of this study will be especially useful because for a period of more than twenty years friends of the immigrant have urged that decisions rendered by the secretary of labor, or the committee or the official who acts for him, in deportation appeals should be published regularly, as are, for example, the decisions of the Interstate Commerce Commission. The government has turned a deaf ear to all such requests. In the meantime and until an official record of decisions is published, this volume of Dr. Clark's will remain an extremely valuable store of information and her discussions of the cases will be a helpful guide to those interested in the maintenance of that American principle—"equality before the law."

EDITH ABBOTT
University of Chicago Graduate School of Social Service Administration

Whither Housing?

RECENT TRENDS IN AMERICAN HOUSING, *by Edith Elmer Wood. Macmillan. 317 pp. Price $3 postpaid of The Survey.*

BRIM full of interesting information, logically organized and written in a racy manner is Mrs. Wood's latest book. Coming as it does when the President's Conference has focussed attention on the housing problem, this book should be read by every student interested in social progress and programs. Mrs. Wood surveys the progress of the past fourteen years. Beginning with the hectic days when the federal government essayed to supply houses for war-workers, analyzing the program then initiated and evaluating its gains and losses, she carries the reader through the period of the housing shortage with its high rents and rent-restriction and tax-exemption laws, to the mad scramble by builders to supply new accommodations, and points out the resultant unbalanced programs which, due to high sales prices, neglected the needs of the majority. She discusses zoning, city and regional planning, home financing, housing by public authorities, large-scale operations under the New York law, and slum clearance.

One gets a bird's-eye-view of housing in the United States during the past decade and a half and, although somewhat colored by the author's predilection for the European method of meeting the problem, the volume is instructive, illuminating and readable. One might reasonably take exception to the color or might raise a question now and then as to the "facts" cited, but not more so than should be expected where so much statistical support is given to the points developed. The citation of subsidies now granted by government—federal, state and municipal—leaves no doubt as to the author's belief in the sufficiency of precedent for its further extension. She has amassed valuable and carefully selected information not previously assembled in one volume and forces the reader to challenge things as they are in the housing field. It is a book that calls for serious thinking.

BERNARD J. NEWMAN
Managing director, Philadelphia Housing Association

Education for Social Work

THE TRAINING OF SOCIAL WORKERS, *by James E. Hagerty. McGraw-Hill Co. 205 pp. Price $2.50 postpaid of The Survey.*

FROM the vantage point of his long service as dean of both a school of business and of social work, the author traces the history of training for social work, gives a description of its present status, and expresses his judgment of its professional character. From its beginning Dr. Hagerty has been identified with the Association of Schools of Professional Social Work, and his training project was one of the earliest to be tied up with an educational institution of established university rank. His judgments therefore are based upon extensive data, wide

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observation of a variety of experiments, and on intimate association in the processes by which the policies practiced in the training of social workers have developed.

He stands primarily for the scientific and scholastic as against the practical and craft concept of training; for the belief that there are certain scientific prerequisites which are essential to the practice of the art of social work; and that it does make a good deal of difference what subjects are studied in the pre-professional years. It is not therefore surprising to find him critical of much present-day training for social work, and denying a professional status to the present social worker. However, unlike Flexner, he does not deny the professional character of the field occupied by social work, or preclude the possibility of its becoming truly a profession when a sound educational policy controls its training methods.

The book suffers, especially severely because of the exact nature of its subject matter, from having no bibliography and wholly inadequate documentation. F. J. BRUNO

Washington University, St. Louis, Mo.

The Swiss System

UNEMPLOYMENT INSURANCE IN SWITZERLAND. *The Ghent System Nationalized with Compulsory Features. By T. G. Spates and G. S. Rabinovitch. Industrial Relations Counselors, Inc. 276 pp. Price $3 postpaid of The Survey.*

SWITZERLAND has established a national scheme of unemployment insurance in its confederation where the twenty-five cantons jealously guard their sovereign rights and the only possibility of securing national compulsory insurance, through amending the national constitution, has not been resorted to. The story of the development of the Ghent system upon a national scale makes the third volume of the Industrial Relations Counselors' series on unemployment insurance. After a quarter century of private and local insurance schemes, war-time local and post-war national unemployment relief, one could find in Switzerland practically all known variants of unemployment insurance or relief. Instead of wiping these out, the national unemployment insurance act of 1924 provided subsidies for such trade union, joint employer and worker, and local public systems that it could "recognize" as maintaining certain standards set by that law. How this law has encouraged state legislation for compulsory insurance, improved practice and extended the number of insured is fascinating reading and peculiarly applicable to our own national problem.

University of Chicago MOLLIE RAY CARROLL

Progress and Purpose

THE TECHNIQUE OF SOCIAL PROGRESS, *by Hornell Hart. Holt. 708 pp. Price $3.60 postpaid of The Survey.*

THE definition of progress here offered includes "biological and cultural changes which on the whole and in the long run enable men to do what they really want to do." It presupposes "freedom," "stimulation of potentialities," "facilitation," and finally "coordination or integration." Thus the imperative of all progress is change and the method of progress, if not orderly, is at least not chaotic. We manage to get up the ladder of progress in an orderly manner, or, as Hart shows by his charts and tables, we climb by techniques. He shows how the status of women has gone up and down past a median line since 1500 B.C. Another curve shows the decline and rise of labor conditions since 18,000 B.C.

With Hart's basic assumption in this book we must quarrel; that is, the assumption of purpose in his definition of progress. Also we feel that his eagerness to bring about progress leads to Pollyanna absurdities, but we would have to go over the text page by page to point these out. We like his method of presenting the subject matter, only we are overwhelmed with its abundance. Each chapter ends with a labor-saving summary which is followed in each case with a still more ample list of topics "for original thought and discussion," which is followed by a much more ample list of topics for original study. The scope is infinite; nothing is missed. With boundless energy the author covers the bibliographical universe. Neither time nor space are barriers to him, and thus he delivers to us red hot from everywhere the companion volume to his earlier Science of Social Relations. If this is sociology then may heaven help the rest of us who plod so slowly! NELS ANDERSON

Seth Low Junior College

The Wrestling Bear

SOVIET ADMINISTRATION OF CRIMINAL LAW, *by Judah Zelitch. University of Pennsylvania Press. 418 pp. Price $5 of Survey Graphic.*

SOVIET RUSSIA has been remarkable not only for its politics and economics but also for reforms instituted in other departments of life—education, law, religion and even the philosophy of the handling of criminals. In this volume a Philadelphia lawyer looks at the new administration of the criminal law in Russia; and there have been fundamental changes in law, in courts, in the conception of the purpose of trials, and so on. Mr. Zelitch knows the Russian language and writes from some first-hand observation of Russian life—but the book, being a thesis for the degree of master of laws, suffers from too much absorption in documents. Nevertheless we here see the Russian Bear wrestling with its criminals—and get the feeling of primitive forces at work and of a political system accomplishing its own objects. The book will be interesting to students, but is not popular reading.

WINTHROP D. LANE

State Director of Parole, New Jersey.

Brooklyn Proposes to Grow Up

THE MAKING OF ADULT MINDS IN A METROPOLITAN AREA, *by Frank Lorimer. Macmillan. 245 pp. Price $2.00 postpaid of The Survey.*

BROOKLYN is one of the few communities in the United States which has undertaken to make plans for adult education on a basis of reasonably adequate knowledge of itself. In the report of a distinguished committee, headed by Dr. Lorimer, the needs of the typical citizen, as individual and in groups, are set forth. The resources of the city for giving more stirring intellectual opportunities to everybody are carefully weighed. Behind the needlessly forbidding title some exciting and significant facts are related. For example, that half a million persons of the present population, about one third of the total, have already been touched in some degree by present adult education agencies. But not nearly enough—and the report recommends that in the future all the mature men and women of the city shall be active in a program having four chief elements. First, the schools on all levels and of all kinds which will cater to those who know in advance what they want. Second, informal means of spreading knowledge, ranging from newspapers to museums, from radio broadcasts to parks and gardens, which will arouse interests and satisfy curiosities. Third, public neighborhood educational centers for adults. These are at present few, and meagerly supported. They will become a customary feature of our public school system. Fourth, spontaneous groups which will do their own pioneering for the eventual benefit of the whole population.

It is no small ideal of public betterment which Brooklyn has proposed for itself in these pages. "The development of the minds of individuals, including the training of vocational abilities and the cultivation of esthetic tastes, commands universal recognition as fundamental to the development of the good life of persons. It is also essential to the development of national character and intelligence, which are the ultimate foundations of national security and social progress." LYMAN BRYSON

California Association for Adult Education

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RUN OF THE SHELVES
A DESCRIPTIVE LIST OF THE NEW BOOKS

ONE HOUR OF MEDICAL HISTORY, *compiled by Benjamin Spector, M.D. Beacon Press. 88 pp. Price $1 postpaid of The Survey.*

TEXT of a pageant given by students of Tufts Medical School presenting medical leaders of more than twenty centuries.

JURISPRUDENCE FOR NURSES, *by Carl Scheffel. Lakeside Publishing Company. 166 pp. Price $2 postpaid of The Survey.*

THE nurse's rights, duties and obligations under the law with chapter quizzes to facilitate classroom use.

PERSONALITY AND SOCIAL ADJUSTMENT, *by Ernest R. Groves. Longmans Green. 353 pp. Price $2 postpaid of The Survey.*

A NEW edition, taking account of eight years' added understanding of the field of human behavior, with a study outline and an up-to-date bibliography.

THE NEW PILGRIM HYMNAL. *Pilgrim Press. 632 pp. Price $1.75 postpaid of Survey Graphic.*

A NEW hymn book with most of the old favorites and some not so old. Also numerous orders of worship, responsive readings and chants, psalms in metrical form.

WAGES AND THE ROAD AHEAD, *by James D. Mooney. Longmans. 149 pp. Price $2 postpaid of The Survey.*

A PRACTICAL industrialist urges employer and employe to "face economic realities" which he sees pointing inevitably toward wage reductions as the way out of depression.

SOCIAL PROBLEMS, *by Ezra Thayer Towne. Macmillan. 489 pp. Price $1.68 postpaid of The Survey.*

PUBLISHED in 1916 as a pioneer textbook for secondary schools, this third edition, revised by Anna Ely Morehouse, brings its discussion down to date with material from both the census and the depression of 1930.

PROCEEDINGS OF THE NATIONAL CONFERENCE OF SOCIAL WORK. *Univ. of Chicago Press. 702 pp. Price $3 postpaid of The Survey.*

ADMIRABLY edited and printed, this fifty-eighth volume of proceedings sets a high mark. The frontispiece is an especially good portrait of the president for 1931, Dr. Richard C. Cabot of Boston.

READINGS IN INDUSTRIAL PSYCHOLOGY, *by Bruce V. Moore and George W. Hartman. Appleton. 560 pp. Price $5 postpaid of The Survey.*

A WELL selected source-book of material on the applications of psychology to industrial management, useful to students and to social workers and others whose jobs call for knowledge of current industrial theories and practices in handling men.

COMPULSORY UNEMPLOYMENT INSURANCE, *compiled by E. C. Buehler for The Reference Shelf. H. W. Wilson Company. 295 pp. Price $.90 postpaid of The Survey.*

FIRST aid for the highschool, college and club debater. Briefs for both sides of the question and a very complete bibliography, including pamphlets and magazine articles as well as up-to-date books.

THE FULL-FASHIONED HOSIERY WORKER, *by George W. Taylor. Univ. of Penn. Press. 237 pp. Price $3 postpaid of The Survey.*

THE story of collective bargaining in a luxury industry, including the story of the industry itself and an analysis of its wage rates, its working force and working conditions. The writer has had access to union records as well as to plant payrolls.

UNEMPLOYMENT PROBLEMS IN 1931. *Studies and Reports of the International Labour Office. Distributed through World Peace Foundation. 280 pp. Price $2.50 postpaid of The Survey.*

A VALUABLE discussion of unemployment as a phase of the world-wide depression, this study includes the report to the International Labor Conference on unemployment, and memoranda submitted to the Unemployment Committee of the Labour Office on such subjects as unemployment and monetary fluctuations, disturbances in international trade as they affect employment, population and unemployment, the effects of rationalization.

EDUCATION ADEQUATE FOR MODERN TIMES. *Discussions and Proposals of the National Student-Faculty Conference on Religion and Education. Association Press. 276 pp. Price $2 postpaid of The Survey.*

THIS book brings together present-day interpretation of the Christian faith, the aims and procedures of higher education and the next steps before the colleges. It includes the reports of eight commissions which studied the administrative policy, the educational system, the social and organized life of the campus, morals in a day of relativity, social attitudes and responsibilities, student counseling, the place of religion and religious agencies in student life.

AN INTRODUCTION TO PROBLEMS OF AMERICAN CULTURE, *by Harold Rugg. Ginn & Co. 616 pp. Price $1.96 postpaid of The Survey.*

THIS fifth volume of the Rugg Social-Science Course is divided into seven "units of work": an introduction to problems of American culture; American culture and changing group life; the American and his work; government and changing town and city life; the press and American culture; public opinion and American life; other aspects of our changing American culture. Primarily a textbook for secondary schools, it will appeal to eager young people out of school hours and to their elders.

MEDICAL PSYCHOLOGY, *by William A. White. Nervous and Mental Disease Publishing Company. 141 pp. Price $3 postpaid of The Survey.*

"THE body may truly be thought of," Dr. White declares, "as only a group of instrumentalities for carrying into effect the dictates of the mind." This volume, subtitled The Mental Factor in Disease, aims to outline the sort of psychology that a physician should have in mind, alongside of his knowledge of anatomy and physiology, when he enters the sick-room. Though written for physicians it has a philosophical sweep and lucidity which may well engage the attention of readers outside the medical profession.

BUILDING PERSONALITY IN CHILDREN, *by Garry Myers. Greenberg. 360 pp. Price $2.50 postpaid of The Survey.*

WRITING primarily for parents, in simple, readable paragraphs, Dr. Myers discusses many factors entering into juvenile personality. He discusses family relationships and particularly stresses the importance of personal and social security, the need for avoidance of fears and inferiority reactions. A large measure of his procedure is to discuss dysgenic factors which serve as obstacles to personality growth and then indicate why and how they should be relieved. The book is constructive and encouraging to those who wish to have their reading pre-digested.

THE STORY OF LIP-READING, *by Fred DeLand. Revised and completed by Harriet Andrews Montague. The Volta Bureau, Washington, D. C. Price $2.75 postpaid of The Survey.*

LIP-READING is known to have been practiced as early as the fifteenth century. Books were written about it before 1650. Yet here for the first time is a history of what we know of past centuries' concern for the deaf and the deafened and the modern scientific movement which has gathered momentum within our own decades. Mr. DeLand gathered together quaint and illuminating facts on deafness and ways of compensating for it in ancient and modern times during the years (1914-22) that he was superintendent of the Volta Bureau. For eight years the manuscript lay untouched for lack of funds for publication. Now, revised in accordance with the developments that have taken place during that period, it is published in his memory and in pursuit of his aim of furthering understanding of the isolation of deafness.

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COMMUNICATIONS

Case Workers and Society

To the Editor: During two years of doing family case work I have often wondered how social workers can accept so complacently our present chaotic industrial order. No one has a better opportunity than the social worker to observe the concrete results of our lack of community responsibility for the individual wage-earner. Surely we must realize that our efforts to relieve the situation by "charity" could hardly by any stretch of the imagination be called an adequate solution. Then why do we not raise our voices to demand a thoroughgoing reorganization of industry? Are we, as Mr. Rorty in his letter in the November Midmonthly Survey suggests, both "cash-bound and class-bound"? One suspects that the organization which officially turned "socialistic" could hardly expect to collect its due share of income from the philanthropic capitalists who are the subsidizers of social work and the employers of social workers. Yet if it should happen to be true that a fundamental reorganization of our whole economic system is the only sound basis for making much further progress with programs of social amelioration, and if the professional social worker is in a real sense a "hireling" of the very capitalistic system which resists needed changes—what a pretty dilemma for the social worker!

To one who is disturbed about the social worker's identification with the economic status quo there seems a real danger that our present keen interest in psychiatric case-work techniques may turn out to be a weapon in the hands of the group whose economics are conservative. It is so easy to justify almost any conclusion about a particular family in psychiatric language. If there is a tendency to rationalize in case-work terms our failures to meet adequately specific economic needs, this needs to be watched carefully, also our tendency to throw over our inadequacies a smokescreen of over-scientific detachment.

Flora M. Davidson

New York City

Help—the Orphan's Home!

To the Editor: Government employes are frequently met at the entrance of their place of labor by a man or woman in some kind of uniform who seeks funds for the poor. To save their voices, they usually have the appeal printed on a shield. The sign this morning struck me as an excellent motto for a child-placing society though that was far from the purpose of the message:

HELP THE
ORPHANS
HOME

What a whale of a difference a few apostrophes make!

Robert T. Lansdale

Office of Indian Affairs, Washington, D. C.

Buying for Pep

To the Editor: Responding to your request on page 302 of The Survey of December 15 [discussion of volunteer social work] I write from the city of Phoenix, Arizona. I am no trained social worker, but live in the southwest Phoenix district where I contact all kinds of needs but am myself independent—to date. Watching effects, I observe that giving is *ruinous;* it makes "nest birds" out of people. But how you breed thrift when these poor go buying from Salvation Army second-hand stores! A day or so ago two girls, thirteen and eleven, came dancing over to my home (I had got them into the Girls' Friendly) from the Cotton Wood Tourist Court where they (Oklahomeans) have been for over a year, never getting enough together to move on. These girls had spent, one 24 cents, the other about the same.

I wish I could put on paper the glory they carried with them as they held up their feet showing me their purchases. One paid 10 cents for a decent pair of worn shoes; the other 15 cents. Besides they bought hose, a dress and another article or two I do not remember. Talk about depression—there was *none* in that family! The yeast of this thrifty buying pepped the whole family, who did find a little work, and many good things followed.

Why can't government food-stores be established where good food can be cooked and sold for a cent a quart if necessary? Such bargain buys will make our unemployed into stock-market millionaires in *spirit!*

Change the program from any kind of giving to storehouses where the unemployed can buy bargains. They will find ways to earn *small* sums and before we know it the country will be electrified with thrift. Giving changes people into passivity—a form of death. Buying is activity—progress. Buying bargains animates something within humans that giving kills completely.

Phoenix, Ariz. Mrs. Charles E. Roberts

The Survey Goes to Alaska

To the Editor: I feel sure you will be interested in the following quotation from a letter which I have just received from a teacher in a Government school in Alaska: "Have just enjoyed your article The School Follows the Child in the September Survey. The problems you describe are amazingly similar to those we meet here when our Eskimo leaves periodically for his fish camp. When I explain further that there is a *white* fish camp, a *black* camp and a summer fish camp with a spring muskrat camp thrown in, you can well appreciate the breaks in an eight-month school term. Our children speak little or no English in their homes and only a very few beginners speak any English. Our Alaska Course of Study for Natives is unseeing and unfeeling. I feel the 'course' you describe, as used in the migratory school, *would* be a real help."

I am having the director of immigrant education in Fresno County send Miss Martin the courses of study that have been worked out for the little Mexican children discussed in my article.

Fresno State Teachers College, California Hubert Phillips

In Defense of Mrs. Eddy

To the Editor: I have been a constant reader of The Survey for nearly twenty years and have always appreciated the tolerant attitude that has generally been displayed in editorials as well as in the contributed articles. It was, therefore, a shock to me when I read an article in your recent edition entitled Medicine: the Tortoise—Why Pick on It? by Dr. Donald B. Armstrong and to note the biased innuendo used in his reference to Christian Science in this article. I am not a member of this faith but have been challenged, as a social worker, by its results, through which thousands of unfortunates are not only being restored to health but to lives of increased usefulness and service. This is also admitted by Dr. Armstrong in his article when he states "yet with a technique that is working advan-

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tageously for thousands and thousands of physically or mentally ill people."

The reference, however, that seems unfair and beneath the professional ethics of a man of Dr. Armstrong's standing is where he states "out of a neurotic and apparently paranoid personality came Christian Science." It is always easy, and now seems to be popular pastime, to write disparaging biographies and remarks about great leaders of the past. There are, however, men and women still living who were in close association with Mrs. Mary Baker Eddy who can give a true impression of her personality. Recently I read an article by one of our leading United States senators who is not a Christian Scientist but who deemed it an opportunity to tell his impressions, based on a number of years of professional contact with Mrs. Eddy. In this article he expressed himself as being impressed with her remarkable intellect, sincerity and ability.

Even though this innuendo conveyed through the above remark by Dr. Armstrong might be true, his admittance of the tremendous good that has resulted from the life of this extraordinary woman should overbalance any weakness that she might have experience in common with fellow human beings. It is my feeling that any disparaging remarks against any religious movement is entirely out of place in publications of the character of The Survey. EDWARD B. JACOBSON

Ironbound Community and Industrial Service
Newark, N. J.

Does Regularization Hurt?

TO THE EDITOR: I have read the article in Survey Graphic for November by Miss Perkins. There is also the article on Guaranteed Time in the Stock Yards by Harold Swift. I am reminded of the story you published on Ivorydale. I have since visited Ivorydale and find that its sales will not vary 5 per cent a year even in depression.

I wonder if your editors realize that such regularization as that practiced for the stock yards is a direct cause of unemployment? That there is no job to be offered anyone under such conditions because all employes are secure in their employment? And that society cannot progress unless workers are displaced by improvements?

Unemployment insurance and regularization are two of the methods of creating unemployment by those who favor making things worse in order that a new social order may result. As a further means to that end the present is painted as black as possible by exaggeration of the number out of employment.

I do not believe your publications are helping to solve the problem of social betterment. On the contrary I believe you make it worse. DANIEL B. LUTEN

Indianapolis Commission for Stabilization of Employment

We Hadn't Thought of This

SURVEY ASSOCATION NEW YORK CITY

GENTLEMAN

I seen you in Ocktober No that we have the best Government in U.S. I advise you come here and look at it yourself Ha Ha How would you like to pay 50% of your Rent money for taxes and 20% for repairing old houses and have people sit in your House 6 months without paying Rent admitting they are earning $15.00 a week they promised to pay 12 Dollar a monthly I did give them Notice to leave premise but they are still sitting in my House swearing at me this is some ideal Government some constutial Goverment I have lost 4000 Dollar since we have that nice Charter Government that 25000 Dollar City manager Goverment I market and Saved Money here since 1890 I told people in 1926 that I was worth 10,000 Dollar Now I am willing to sell out for 6000 Doll

If the people vote any more that that expensive Chtarer Gover I certainly get out you better come here and see how the are tearing up Streets and rebuilding them how they are rounding of Streets so their autos go round and killing people who can not get out of their way they are going to tear down Pikering Bld ist is in nobodys way Respectfully JOHN KILIAN

Cincinnati, Ohio

One Million Young Drys

TO THE EDITOR: There is a story in the way the press has ignored the W.C.T.U. meeting here. About seventy women at the National Womans Party meeting got far more space and position than six hundred or more at the W.C.T.U. meeting from a dozen or so states. They had the ballroom decorated on the night of their banquet, six hundred and fifty of them, with strings and strings of small flags. I don't know whether fifteen thousand or forty-five thousand, each flag representing *five new members* this year. And on Thursday they took to President Hoover signatures of over 1,053,000 young people who pledged themselves dry. They are focusing their attention on the presidency—to keep it dry. If these had been wet demonstrations the front pages of the newspapers would have had room for nothing else. D. M. B.

Washington, D. C.

Mme. Breshkovsky

TO THE EDITOR: Catherine Breshkovsky, "The Little Grandmother of the Russian Revolution," will soon be 88. I hope her American friends will send her letters of birthday greeting and if possible add a gift in aid of her schools. Leaving Russia because she was out of sympathy with the Bolsheviki, she settled in Prague and founded several boarding-schools for poor children in Russian Carpathia, now a province of the Czechoslovák republic. The people of this district are of Russian descent, very poor and ignorant but admirably gifted by nature, she says, and eager for education. She has supported these schools for ten years, almost wholly with American money. They are doing excellent work; but she is always hard pressed to maintain them. She suffers from the severe weather prevalent in Europe; (a recent letter apologises for poor penmanship on the ground that her hands were "almost frozen"); but she is as courageous as ever. Her address is Madame Catherine Breshkovsky, care of Madame Archangelsky, Drubezarna, P Horny Pocernice, U Prahy, Prague, Czechoslovakia.

A cashier's check can be sent safely. Or I shall be glad to forward any contributions. ALICE STONE BLACKWELL

3 *Monadnock St., Boston*

Books Wanted

TO THE EDITOR: Probably every reader of The Survey has at least a few worthwhile books with which he could part because he has mastered them or which he ought to dispose of because he needs the space which they take for new books. At Commonwealth College, Mena, Ark., the students do industrial work for four hours a day for their maintenance and the rest of the time they attend classes and study the best books which they can get hold of. They have no funds with which to buy books and so, like Abraham Lincoln, they are dependent for their study upon the gift of books from generous friends. The reception of a good book is the cause of a gala occasion upon the campus. We thought that perhaps the readers of The Survey might care to join the ranks of our generous friends and add new volumes to our library. Nowhere would any books that you can spare be more repeatedly read and more deeply appreciated than at Commonwealth College.

Mena, Ark. GEORGE YEISLEY RUSK

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GOSSIP: of People and Things

YOUNG TONY, who had heard the stories of Florence Nightingale and Old Ironsides in history class, never hesitated, says a Red Cross reporter, when he came to the examination question, "What was Old Ironsides?" "Old Ironsides," he replied, "was a Red Cross nurse."

GERTRUDE L. SCHERMERHORN has left the Public Education and Child Labor Association of Pennsylvania and is now executive secretary of the Pennsylvania League of Women Voters.

ARLIEN JOHNSON, assistant secretary of the Seattle Community Fund, has been elected president of the Washington State Conference of Social Work.

GORDON LOCKWOOD BERRY, whose appointment as secretary-general of the League of Red Cross Societies was chronicled in The Survey last montht, died suddenly in Paris just after taking over his new duties.

THE United States Children's Bureau has recently had two interesting additions to its staff. Alida C. Bowler, for the past year with the Wickersham Commission and before that with the Los Angeles Police Department, has been appointed consultant on juvenile delinquency, and Clara M. Beyer, recently with the Railway Labor Research Foundation, has succeeded Ellen N. Matthews as director of the industrial division, where she will be chiefly concerned with child labor.

Frederick P. Cabot

THE death of Frederick P. Cabot, judge of the Boston Juvenile Court and president of the Judge Baker Foundation, came as a blow to Boston and to the wide circle touched by his busy, useful, well-rounded life. Judge Cabot's interest in child welfare was evident during his student days at Harvard when he worked with boys' clubs in Boston. It continued during his distinguished career at the bar and came to its finest development during his fifteen years as a juvenile court jurist, where he brought about notable advances in court procedure as it relates to youth, and in substituting analysis and education for blind punishment. "A man of admirable mind, humble attitude and noble spirit," Judge Cabot was a leading figure in many walks of life. He was president of the governing boards of the Boston Symphony Orchestra and the Harvard Union, an overseer of Harvard University and a member of the council of Radcliff College.

NEW YORK, scouting for a superintendent for its new two-million-dollar skyscraper House of Detention for Women, went to Washington and captured from the Social Service Division of the Department of Justice Ruth Collins, University of Wisconsin graduate, former New York factory inspector, social worker in Kansas City and Detroit. In Washington Miss Collins with a staff of eighteen men and one woman supervised social service activities in federal institutions. In New York she will be responsible for the organization and conduct in what is hailed as the most modern and best equipped penal institution for women in the country.

"DANGEROUS to be a sheriff in these here hills? No-o-o ma-a-am! I'd a heap rather be a sheriff here where I know everybody than take a chance in a city where they never know who does a crime and don't know who to look for."—*Frontier Nursing Service.*

What The Survey Is Made Of

WE knew it wasn't sugar and spice and we hoped it wasn't all snips and snails, but it remained for Maurice J. Karpf, director of the Training School for Jewish Social Workers, to take us apart and count the pieces. In his book, The Scientific Basis of Social Work (Columbia University Press), he says:

"One need only look at the contents of The Survey, the official organ of the profession, to realize the extent to which the economic aspects of our social organization are emphasized in social work. An analysis of the contents of The Survey for the calendar year of 1928, made for this study, showed that out of about 320 articles, 61, the largest single number, dealt with economic problems. It may be of interest to indicate here that 162 articles, over 50 per cent, dealt with subjects related to the social sciences such as economics, education, human nature, racial and cultural groups, political science, research and history; 103 articles, or about 32 per cent, dealt with the functional fields of social work such as mental and physical health, community organization, case work, delinquency, recreation, child welfare, etc.; fifteen articles, about 5 per cent, dealt with the wider aspects of social work such as professional standards, foreign relief, conferences of social workers and training for social work; the remaining 40 articles, or 13 per cent, dealt with miscellaneous matters such as foreign affairs, the arts, religion, travel and the press."

OUT of California by way of the Brooklyn Federation of Jewish Charities Samuel C. Kohs has come to the faculty of the Training School of Jewish Social Work as head of the new Department of Social Technology. He still keeps one hand in Brooklyn until his successor is named. The Training School, now in its seventh year, has fifty graduate students from some thirty colleges and universities enrolled in its two classes. Its seventy-four graduates are scattered from coast to coast but with almost three fourths of them concentrated in the East. More than a third of them are in family case work, with another third divided between community center and child care work.

PHILADELPHIA social workers came across handsomely in the ten million dollar United Campaign. The Member Agency Division, Lillian Gest chairman, turned in $58,062 from 5725 subscribers, an increase of 86 per cent over last year. Ninety-one of the 118 Welfare Federation agencies reported contributions from every employe.

H. O. HUNTER has resigned from the Bridgeport Community Chest to do special field work in New England for the Association of Community Chests and Councils. G. M. Treager, of Warren, O., succeeds him. Clarence King, who has been part-timing between the Stamford, Conn., Community Chest and the New York School of Social Work, is now full-time with the school. Charlotte E. Owen has been moved up from assistant to executive director of the Stamford Chest.

ONLY the hardiest of stutterers will be able to resist the array of talent gathered by the New York Post-Graduate Hospital for its new speech clinic. Dr. Smiley Blanton, formerly professor of child study at Vassar College, is in charge. Associated with him are Louise Zerler, Prof. James F. Bender, Mary H. Meader and Nina T. Hughes, all specialists in education, psychology and one thing and another.

Sorry, Doctor

IT's Dr. James L. McCartney he is and not Dr. E. L. McCarthy, that new psychiatrist at Elmira, N. Y., Reformatory whose qualifications for his job were celebrated in The Survey of December 15 (page 336). "I'm a product of the Scotch," says he, "and not of the Irish."

THE feminine solidarity of the staff of the Child-Placing and Adoption Committee of the New York State Charities Aid Association has been shattered by the addition of Clarence Benjamin Taft, Harvard graduate, who will work with older boys.

IN response to many requests from social workers and others who find it impossible to use the Russell Sage Foundation Library during business hours the library is, during an experimental period of three months, remaining open Monday, Tuesday and Wednesday evenings until 9.30.

A HEART clinic, the first in Syracuse, N. Y., has been opened by the Heart Committee of the Onondaga Health Association, an affiliated member of the American Heart Association. With the clinical service as a foundation it is hoped to build up a general community program for the better control of cardiac disease. The committee is headed by Dr. E. C. Reifenstein of Syracuse Medical College. Eleanor L.

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Dodge is executive seccretary and social worker in the clinic. The program is financed by the Milbank Memorial Fund and the Syracuse Community Chest.

Anna B. Pratt

ANNA B. PRATT of Philadelphia, to whom education and social work alike owe lasting obligation, died in January at the age of sixty-four after a long illness. Miss Pratt first became interested in social work in her native city Elmira, N. Y., where soon after graduating from Elmira College she was active in organizing the Welfare Federation, a pioneer undertaking in the grouping of social agencies for greater efficiency. In 1916 she went to Philadelphia as director of the White-Williams Foundation, the modern reincarnation of the old Magdalen Society. The program of educational social service for children which the Foundation developed under Miss Pratt's guidance has been a strong influence in both educational and social work fields. For five years Miss Pratt was president of the Philadelphia Council of Home and Schools Associations. Since 1929 she had been a member of the Philadelphia Board of Education.

No Season at All

SO depressed is business in New York that even undertaking has failed to show its usual seasonal pick-up. "As long as I'm in business, thirty-eight years," says Sigmund Schwartz, East Side undertaker, to a prowling World-Telegram reporter, "I've never seen such a thing like it. It's on account of the people don't have the money. When you have the money you go out and drink and eat too much and stay out late at night. Next thing you catch a cold and die. When you don't have the money you stay at home and keep well. This is supposed to be the season, but this year there's no season at all."

MARGUERITE T. BOYLAN, for years the executive mainstay of the Diocesan Bureau of Social Service, Hartford, Conn., and an organizer of the Hartford Diocesan Council of Catholic Women, has been appointed executive secretary of the Catholic Charities of Brooklyn, N. Y. Regina O'Connell of the Catholic Charities of Stamford, Conn., succeeds her in Hartford.

AFTER twelve years as house mother to the flock of thirteen thousand New York employes of the Metropolitan Life Insurance Company Mrs. Marion Turner Brockway, nurse and social worker, has retired and gone abroad for a year of travel. Katherine Hearn, for eighteen years superintendent of nurses at Bloomingdale Hospital, White Plains, N. Y., has succeeded her. Mrs. Brockway, an early graduate of the Training School of Johns Hopkins Hospital, is a former president of the New York State Organization for Public Health Nursing.

PAUL L. BENJAMIN has been loaned by the District of Columbia Social Hygiene Committee to the Employment Committee of the District to direct its work "for the duration." Herbert L. Willett, Jr., who has been on the unemployment job, has returned to his duties as assistant director of the Community Chest.

ZOE M'CALEB, for more than six years chief of the Division of Nursing of the Ohio State Department of Health, has been appointed field representative of the American Legion to head its child-welfare work in Ohio. She succeeds Edith Chapman, who has been transferred to New Jersey.

Where Men Are Men

THE Monday Lunch Club of Boston, a masculine social-workers' institution as fixed as Bunker Hill Monument, has just had its coming of age. Twenty-one years ago William H. Pear of the Boston Provident Association and C. C. Carstens of the Massachusetts S. P. C. C. met at luncheon one day, as social workers will, at the then new Boston City Club to talk over pending social legislation. The next week they dated Edward T. Hartman, then head of the Massachusetts Civic League, to continue the discussion—and the Monday Lunch Club was born. It was almost two years before the club knew it was a club and considerably longer before it took on even informal organization. Within those two years the original three, drawing in other executives, focused attention on the need for greater provision for state care of the feeble minded. Presently the Committee on Protection of the Feeble Minded was set going under the wing of Mr. Carstens and the S. P. C. C. A little later the group, Robert W. Kelso then head of the State Department of Public Welfare was in it by this time, developed the League for Preventive Work, out of which grew, by merger with Robert Woods' Boston Social Union, the present Council of Social Agencies.

The club, which admits only men and thus becomes the last stronghold of the male social worker, gathers every Monday for luncheon at the City Club at a large oval table "where every man can see the face of every other man." Membership is limited to thirty executives whose congeniality as luncheon companions is quite as much a qualification as the importance of their organizations. A new chairman is chosen annually—John Kingman has this year succeeded Seymour H. Stone—and a secretary-treasurer when necessary. Howard C. Raymond is the present incumbent. The club, held together by congeniality and common interest is, in effect, though its members will deny the indictment, the unofficial cabinet, the planning and steering body, for Boston social work.

ONCE a consumer always a consumer—or so it appears. Marjorie McFarland is back in the familiar Consumers' League of Ohio, this time as acting executive secretary, following her tricks on both the editorial and extension staffs of The Survey. The League is continuing its educational work in behalf of unemployment insurance and will buckle in to the enforcement of the labor laws for women and children as violations are reported to have increased greatly in the last year or two.

IN one clean sweep the state of Maine has thrown out its own public-health, welfare and institutional organization and set up a single new agency designated as the Department of Health and Welfare. The new department has three bureaus, health, social welfare and institutional service. The new law provides for an advisory council of six members. Governor Gardiner has appointed George W. Leadbetter as acting commissioner of health and welfare to succeed Dr. Clarence F. Kendall. Mr. Leadbetter has acted as messenger to the governor and council for more than twenty years.

PROF. CHARLES A. ELWOOD of the Department of Sociology, Duke University, has been elected president of Pi Gamma Mu, the national social science honor society.

THE 1932 annual convention of the American Red Cross will be held in Washington, April 11-14.

Philadelphia Cheers

PHILADELPHIA social work of all faiths and persuasions put on a big dinner party last month to express its satisfaction in the appointment of Clinton Rogers Woodruff as director of the city's Department of Public Welfare. Congratulations flew thick and fast among the eight hundred diners, less perhaps to Mr. Woodruff—he has a tough job—than to social work for thus having "for the first time in the twelve years of the existence of the Bureau a director thoroughly familiar and identified with organized social work." Mr. Woodruff, a national figure in civic affairs, was for sixteen years secretary of the National Municipal League. He has been for years so identified with welfare, civic, educational and religious agencies in Philadelphia that the list of his official connections reads like a blue book of such organizations.

THE WHISTLE BLOWS, Philip L. Ketchum's one-act play published in Survey Graphic for January (page 361), has been reprinted with the author's permission by the Social Work Publicity Council, 130 East 22 Street, New York. Single copies twenty cents, six for a dollar. Production rights are free to members of the Council; to others the royalty fee is $5 for stage use and $2 for radio.

THE second General Congress on Child Welfare is announced for Geneva, July 18-21. The program is organized into three sections with discussion confined to a few important questions but supplemented with public lectures on related topics. The section topics are: Comparative study of experience in connection with children placed in foster homes and in

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